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REPORT ON THE IMPLEMENTATION OF THE ARUSHA
STRATEGIES FOR THE ADVANCEMENT OF WOMEN IN
AFRICA : REGIONAL PERSPECTIVE

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I. INTRODUCTION

1. The result of the thrust given by the United Nations to activities concerned with the advancement of women through the declaration of first, the International Women's Year (1975), then the United Nations Decade for Women (1976-1985) was a wealth of studies, research and actions. These activities achieved considerable awareness on women issues and established structures and connections with almost all contemporary problems, producing a vast spectrum of perspectives, viewpoints, orientations and objectives.

2. At the end of the Decade for women, the Nairobi World Conference on Women reviewed the achievements and problems encountered during the Decade. A series of concrete measures embraced in a package called the "Nairobi Forward-Looking Strategies for the Advancement of Women (NFLS) were adopted. The adoption of the NFLS by the 1985 World Conference endorsed by the General Assembly in resolution 44/103 of 12 December 1985 was a major milestone in this ongoing process. The Strategies are based on the three objectives of the United Nations Decade for Women, namely: Equality, Development and Peace; and on the premise that these objectives are interrelated and mutually reinforcing.

3. Guided by the global strategies and the numerous United Nations resolutions on women concerns, the situation of women in the Africa region has been since the beginning of the 1970s the subject of assessments. Several months before the World Conference (1985) and the adoption of the NFLS, an African Regional Preparatory Conference for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women's Equality, Development and Peace was held in Arusha, Tanzania in October 1984. The Regional Preparatory Conference was organized jointly by the Economic Commission for Africa (ECA) and the Organization of African Unity (OAU) and adopted strategies entitled the "Arusha Strategies for the Advancement of African Women Beyond the United Nations Decade for Women".

4. Calling on governments to take immediate action, the Conference adopted a resolution entitled "Implementation of the Arusha Strategies for African Women"[1] Paragraph two of that resolution requested all African Governments to take appropriate steps to harmonize their national development plans with the objectives and integrated approach of the Arusha Strategies. The Strategies were also considered by the ECA Conference of Ministers in 1985. Resolution 535 (XX) on Women and Development in Africa adopted on 29 April 1985 by the Conference of Ministers at its eleventh meeting, paragraph 4 reads: The Conference of Ministers: "Adopts the Report of the Third Regional Conference on the Integration of Women in Development and requests Governments and the institutions concerned to begin

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[1] Report of the Regional Intergovernmental Preparatory Meeting for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace/Third Regional Conference on the Integration of Women in Development. (E/ECA/RC/WD/OAU/II Arusha, Tanzania 27 October, 1984

to apply the Arusha Strategies on the Advancement of Women in Africa beyond the United Nations Decade for Women contained in that report".[2]

5. The major objectives of the Arusha Strategies are incorporated in the NFLS and they complement each other in several areas in the concerns expressed and actions recommended for solving some of the issues pertaining to women. The Arusha Strategies, however, serve as guidelines for Africa in planning for the full integration of Women in Development giving attention to: agriculture and food production, impact of desertification, health, education and human resources development, industry and environment.

6. Following the adoption of the Arusha Strategies as well as Resolution 535 by the ECA Conference of Ministers in 1985, policies and programmes to translate the Strategies into actions were required. In casting our eyes backwards over the past (nearly) five years, it is necessary to review and reflect upon programmes which have been initiated to implement the Strategies, to systematize the knowledge which has been acquired and to develop a more precise commitment to action and strategies.

7. The objective of this report is therefore to review the activities undertaken and being initiated to implement the strategies and achievements attained mainly for the period 1984-1989. The review is based on information that has been received from: member states, UN agencies and organizations in reply to the ECA questionnaire/request; various reports on women in development; and ECA publications. Policy issues, objectives, approaches and long term perspectives of the participating governments and organizations are examined and identified trends noted. Sectoral analysis of activities undertaken by governments, UN agencies, non-governmental organizations and institutions is given, while problems and constraints experienced in the implementation of the strategies are highlighted.

8. Part II of this review presents a conceptual framework of the long-term objectives of the Strategies namely: Equality, Development and Peace. Part III reviews activities undertaken and being initiated by governments and by sectors in line with the Strategies. Part IV reviews issues pertaining to Law and Legislation, while Parts V, VI, and VII respectively, review the role of NGOs/institutions; The African Training and Research Centre for Women and its regional and subregional structures; and UN agencies in the implementation of the Strategies. It is to be noted that the report contains information from UN Agencies/Organizations who sent and whose information was received by ATRCW in time before the report was finalized. Part VIII draws conclusions and advances recommendations for consideration by governments and organizations.

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[2] Economic Commission for Africa Annual Report 29 May 1984 - 29 April 1985: Economic and Social Council Official Records, 1985 Supplement No. 15 United Nations.

II. EQUALITY, DEVELOPMENT AND PEACE

A. Equality

9. The Arusha Strategies referred societal definitions of status, sex roles and relative social standing of women vis-a-vis men as the ideological or attitudinal obstacles to equality.[3] The lack of recognition of and hence the lack of appropriate services to alleviate the constraints placed upon women's productive functions, be their nurturant roles, are major constraints to equality. The Nairobi Forward-Looking Strategies defined equality in economic and social participation. Participation in the economic and social spheres of life means the contribution made by individuals to any economic and social activity, the benefits they receive from it and their involvement at the decision-making level, as full members of society.[4] Hence, full equality of women and their free access to all areas of development, as active agents and beneficiaries, and to all types of education, training and employment should be promoted. Governments and organizations should take measures to ensure the right of women and men to employment on equal conditions and their equal access to the whole range of economic activities.

10. Progress in achieving equality in economic and social participation, as set out and recommended in both the Arusha and Nairobi Strategies is highly uneven. This report gives attention to selected areas in the economic and social spheres of life that are of particular relevance to women and equality.

B. Development

11. Development as one of the long-term objectives of the Arusha/Nairobi Strategies has to be considered in the context of African Development. The ultimate goal of development in Africa is to ensure the overall well-being of the people through sustained improvement in their living standards.[5] It is predicated that development has to be engineered and sustained by the people themselves through their full and active participation.[6] Women's development as outlined in the World Plan of Action for the Implementation of the Objectives of the International Women's Year drawn up in 1975, is an integral part of economic, social and political development in Africa.

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[3] UNECA/OAU, the Arusha Strategies for the Advancement of Women in Africa Beyond the End of the United Nations Decade for Women. Addis Ababa, UNECA June 1985.

[4] Report of the Secretary-General E/CN.6/1989/5.

[5] African Alternative Framework to Structural Adjustment Programmes for Socio-Economic Recovery and Transformation. (AAF-SAP) E/ECA/CM.15/6 Rev. 3 April 1989.

[6] Ibid.

12. Africa's development is inextricably linked with the development of women as they constitute that crucial other leg needed to enable Africa to walk and develop fully. As stated by Mwalimu Julius Nyerere[7] "... Just as women's development in Africa is dependent upon national economic development, so national economic development is dependent upon the women of Africa and cannot easily take place without them. A person does not walk very far or very fast on one leg; how can we expect half of the people to be able to develop a nation? Yet the reality is that women are usually left aside when development needs are discussed, and also when the methods of implementation are being decided upon..."

13. Women's development is thus not an easy process. It is many sided. It involves the productive utilization of natural resources and human talents to improve the well-being of people. It seeks to provide sufficient nutritious food, wise exploitation and conservation of natural resources, safe water and adequate sanitation, reliable and affordable energy, decent housing, readily available health care, facilities for education and training, transport and communication services; opportunities for employment and regular income. A better quality of life for all human beings is its ultimate goal.

14. In the light of the above, it was to improve the socio-economic conditions of the women in Africa in the development process that the African governments adopted the Arusha Strategies to serve as guidelines for Africa in planning the full integration of women in development.

C. Peace

15. Peace is closely linked to equality and development. Development cannot be achieved without peace and equality. Colonialism, racism, aggression, repression, apartheid, gross violation of human rights, discrimination on the basis of sex, among others, are major obstacles to human progress specifically to the advancement of women.[8]

16. Universal peace cannot be attained without the full and equal participation of women in all spheres of development and particularly in decision-making concerning peace. Women have played and continue to play a major role in the liberation struggles of Africa, to liberate all the African people as a whole from poverty, ignorance, disease, exploitation and oppression. Yet the emancipation of the African women on the continent still remains a pipe-dream because of the colonial, traditional domination and other socio-cultural obstacles which continue to be practised to the disadvantage of women.

17. The Adoption of the Arusha and Nairobi Strategies in 1984 and 1985 respectively, in the area of peace demonstrated that much more still needs to be

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[7] UNECA/OAU, The Arusha Strategies for the Advancement of Women in Africa, Addis Ababa, UNECA, 1985.

[8] Nairobi Forward Looking Strategies for the Advancement of Women. United Nations April 1986.

done towards strengthening peace and security for development at the national, regional and global levels.

18. Having considered Equality, Development and Peace as the three long-term objectives of the Strategies for the Advancement of women, we now give attention to the progress review and appraisal of the implementation of the strategies by which Equality and Development in particular are reflected through out the report.

III. WOMEN'S PARTICIPATION IN VARIOUS SECTORS OF NATIONAL DEVELOPMENT: PROGRESS REVIEW

A. Education and Training

19. Education is a major factor in the modern economy that determines the level of participation of women in the various sectors of the economy. The modern economy demands that an individual has a certain level of education to obtain a reasonably well-paid occupation or to effectively take advantage of the various economic opportunities available. Women must have education and training to enter the labour market and take part in it on an equal footing with men, and to be able to exercise their rights and participate in political and social life.

20. There has been a substantial increase in the number of girls and women in the school and student population, and women are climbing higher up the diploma ladder. However, there are still very few women in those areas of activity to which access is, in most cases, restricted to precisely those candidates who hold academic qualifications. For example, it is still very difficult for women to gain a foothold in those professions which bestow recognition and influence, especially when they are highly rewarding financially.[9]

21. Tables 1 and 2 show students enrolment at first and second level of education respectively from 1982 to 1986. Looking at the two tables, there is no doubt that there has been an increase of girl's enrolment at both levels. As shown in table 1, enrolment of girls in some countries such as Botswana, Lesotho, and Swaziland according to the estimated figures, is slightly more than that of male students. At the post secondary and university or higher institutes level, a big gap still exists between females and males enrolment.

22. As regards technical education, many African countries have stressed its importance in national development. However, girls enrolment in technical education is indeed very low. Recent studies undertaken in Kenya, Sierra Leone and

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[9] UNESCO: Survey on the Representation of Women in Higher Education, Research, Educational Planning, Administration and Management, March 1987.

Swaziland on women and scientific professions have established the marginal representation of girls/women in science and technical-based training programmes and professions.[10]

23. Review of the progress made since the adoption of the Arusha Strategies and their implementation process indicates that a few countries in Africa have achieved equal enrolment of females and males at primary level and an increase in the proportion of females at secondary level. Teacher training institutions have observed higher rates of women in many countries. The big drawback in many countries is at the higher institutions of learning where a big gap still exists between females and males' enrolment.

24. Despite an increase in the proportion of females enrolment, this review shows that in many countries of the region, the number of female students decreases at the higher secondary level and hence at the university level because of the female dropout rate. There are certain social and cultural factors that negatively affect female participation at higher levels of the school system. These factors among others include the increasing rate of teenage pregnancies in secondary schools, marriage at an early age which continue to contribute significantly to the high female dropout rate and because of current economic crisis. It has been reported in some cases that males (sons) are still preferred over females (daughters) when purse strings are tight and there is choice to make between sending girls and boys to school particularly beyond the first level.

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[10] Women and Scientific Professions in Africa: The Case of Kenya, Sierra Leone and Swaziland. Commissioned by ECA, September 1988.

Table 1: Students enrolled at first level of education
(in thousands)

Subregion, country	Males					Females				
	1982	1983	1984	1985	1986	1982	1983	1984	1985	1986
NORTH AFRICA	8 309	8 561	8 693	8 987*	9 284*	5 865*	6 134	6 278	6 492*	6 714
Algeria	1 867	1 914	1 946	1 991*	2 035*	1 375	1 423	1 469	1 502*	1 535
Egypt	2 949	3 094	3 248	3 401*	3 560*	2 088	2 247	2 352	2 463*	2 578
Libyan Arab Jamahiriya	380	399	417	437*	454*	342	354	369	385*	402
Morocco	1 521	1 536	1 415	1 430*	1 447*	922	931	864	876*	887
Sudan	936	944	971	1 001*	1 030*	643	655	675	695*	716
Tunisia	656	674	696*	727*	758*	495	524	549	571*	596
WEST AFRICA	11 963	11 790	11 959*	12 202*	12 457*	8 691	8 807	8 906*	9 100*	9 301
Benin	289	287	296	296	296	139	142	148	148*	159
Burkina Faso	145	175	198	221*	246*	92	102	115	130*	145
Cape Verde	28	28	29*	29*	30*	27	27	28*	28*	29
Côte d'Ivoire	673	684	713	743*	775*	462	476	496*	517*	538
Gambia	34	38	41*	46*	52*	19	23	25	28*	31
Ghana	887	930	825	827*	834*	688	723	640	650*	655
Guinea	167	166	193	201*	207*	81	80	91	95*	97
Guinea-Bissau	50	50	50*	50*	50*	24	25	26*	26*	26
Liberia	155	163	171	180*	189*	95	100	105	110*	115
Mali	187	188	190	192*	193*	109	111	112	113*	114
Mauritania	65	68	72	75*	79*	42	44*	46*	48*	51
Niger	157	167	175	183*	191*	88	94	98*	103*	108
Nigeria	8 348	8 052	8 175*	8 297*	8 420*	6 307	6 332	6 423*	6 519*	6 616
Senegal	273	298	320	336*	353*	180	198	213	234*	256
Sierra Leone	208	218	230	242*	255*	143	151*	160*	168*	177
Togo	297	278	281*	284*	287*	195	179	181*	183*	185
CENTRAL AFRICA	4 717	4 849	5 029*	5 206*	5 404*	3 550	3 696	3 866*	4 018*	4 169
Burundi	152	180	203	211*	219*	101	121	141	146*	153
Cameroon	878	851	891	921*	960*	699	713	744	784*	819
Central African Republic	176	192	203	215*	228*	95	99	105	111*	117
Chad	197	204	209	218*	229*	72	75	79	81*	84
Congo	217	229	236	243*	253*	206	214	223	234*	243
Equatorial Guinea	26	32	34	36*	38*	24	30	32	34*	36
Gabon	84	87	91	94*	98*	82	85	87	90*	94
Rwanda	386	402	407	417*	428*	361	360	375*	385*	395
Sao Tome & Principe	8	8	8	8*	8*	8	8	8*	8*	8
Zaire	2 593	2 664	2 747	2 843*	2 943*	1 902	1 991	2 072*	2 145*	2 220

Table 1 (Cont'd)

Subregion, country	Males					Females				
	1982	1983	1984	1985	1986	1982	1983	1984	1985	1986
EASTERN & SOUTHERN AFRICA	11 371	11 553	11 982*	12 477*	12 970*	9 488	9 774	10 112*	10 620*	11 011*
Angola	642	666*	697*	729*	764*	536	567*	594*	622*	651*
Botswana	88	92	99	106	113*	99	106	111	117	123*
Comoros	36*	40*	43*	44*	47*	27	28	29	31*	32*
Djibouti	12	13	14*	15*	16*	9	9	10	11*	12*
Ethiopia	1 587	1 561	1 584*	1 721*	1 814*	924	937	949*	1 054*	1 112*
Kenya	2 179	2 250	2 269	2 435	2 513	2 006	2 074	2 111	2 268	2 331
Lesotho	119	125	131	139	142	159	164	166	175	177
Madagascar	884	385	935	957	1 004	783	817	863	883	926
Malawi	502	488	515	530*	550*	367	359	384	401*	415*
Mauritius	69	68	67	71	73	68	68	67	70	71
Mozambique	712	667	694*	726*	760*	535	496	523*	548*	573*
Seychelles	7	7	7	7*	7*	7	7	7	7*	7*
Somalia	142	142	143	144*	145*	77*	79*	80*	81*	82*
Swaziland	62	64	67	70*	73*	62	64	67	70*	74*
Tanzania	1 816	1 828	1 845	1 878*	1 911*	1 697	1 725	1 772*	1 804*	1 837*
Uganda	928	964	1 009	1 057*	1 107*	689	728	762*	797*	834*
Zambia	594	632	663	693*	726*	528	562	587*	615*	643
Zimbabwe	990	1 060	1 100	1 155*	1 204*	916	984	1 030	1 066*	1 111*
TOTAL AFRICA	36 360	36 753	37 563*	38 872*	40 115*	27 594	28 411	29 162*	30 230*	31 195*

Source: ECA Secretariat.

* Indicate estimates of figures.

Table 2: Students enrolled at second level of education

(number)

Subregion, country	Males				Females			
	1982	1983	1984	1985	1982	1983	1984	1985
NORTH AFRICA	...	...	...	...	...	...	...	...
Algeria	...	898 562	1 001 399*	1 128 961*	...	574 000	640 000*	722 000
Egypt	1 890 000	1 953 000	...	...	1 199 000	1 249 000	...	...
Libyan Arab Jamahiriya	199 626	...	...	...	141 000	...	...	...
Morocco	590 891	631 983	683 999	723 907	377 000	414 000	446 000	465 000
Sudan	273 814	297 981	302 698	...	182 000	209 000	219 000	...
Tunisia	221 550	238 712	253 044	274 050	134 000	149 000	166 000	184 000
WEST AFRICA	...	...	...	...	...	...	...	...
Benin	39 804*	87 958*	85 316	...	36 881	35 926	35 266	...
Burkina Faso	21 635	23 567	28 498	35 574	10 970	12 337	15 345	17 991
Cape Verde	...	2 815*	...	...	...	1 876*	...	...
Côte d'Ivoire	171 406	176 387	186 761	...	80 720	75 030	80 040*	...
Gambia	8 639	10 028	11 111	11 172	3 785	4 402	4 802	4 746
Ghana	755 710	471 946	468 551	512 283*	273 855	281 719	282 641	313 980
Guinea	68 880	70 433	73 964	68 261	25 968	27 286	27 157	24 493
Guinea-Bissau	6 754	7 816	7 378	...	1 678	1 818	2 006	...
Liberia	...	...	...	...	...	...	...	...
Mali	50 726	82 426	...	...	19 727*	20 792	...	...
Mauritania	...	...	...	...	...	...	...	...
Niger	32 017*	33 032*	...	...	13 077*	14 156*	...	...
Nigeria	2 526 044	2 599 681*	...	...	867 142*	961 526*	...	...
Senegal	73 581	76 357	81 358	...	36 356	37 204	40 138	...
Sierra Leone	...	...	...	...	...	...	...	...
Togo	89 302	76 902	69 106	...	29 804	25 084	21 884	...
CENTRAL AFRICA	...	...	...	...	...	...	...	...
Burundi	13 410	14 358	15 736	...	6 507	7 066	8 248	...
Cameroon	174 580	186 643	203 854	...	99 080	109 895	124 569	...
Central African Republic	40 972	...	42 997	36 665	14 396	...	15 107	12 882
Chad	...	...	38 667	...	...	...	6 945	...
Congo	123 732	118 401	116 435	125 725	85 983	83 182	86 473	96 908
Equatorial Guinea	3 625*	...	...	...	743	...	...	...
Gabon	19 657	21 456	...	...	13 035	14 704	...	...
Rwanda	9 082	9 764	10 852	11 898	5 148	4 997	5 691	6 235
Sao Tome & Principe	3 593	3 668	...	...	2 303	2 436	...	...
Zaire	1 276 885	1 541 526	...	...	494 292	610 374	...	...

Table 2 (Cont'd)

Subregion, country	Males				Females			
	1982	1983	1984	1985	1982	1983	1984	1985
EASTERN & SOUTHERN AFRICA	...	...	...	...	...	...	...	...
Angola	...	...	...	...	55 000*	...	...	...
Botswana	...	11 441	14 000	16 981	...	14 000	17 000	19 000
Comoros	...	...	...	...	...	...	...	...
Djibouti	3 744	4 049	4 197	4 323	2 185	2 282	...	2 718
Ethiopia	372 297	373 691	399 801	399 865	163 000	208 000	229 000	256 000
Kenya	267 435	308 108	319 893	271 068*	182 000	209 000	213 000	166 000
Lesotho	11 162	12 327	13 422	14 372	17 000	20 000	20 000	21 000
Madagascar	...	...	318 013*	...	...	...	212 000*	...
Malawi	14 626	16 316	17 413	...	6 000	6 000	7 000	...
Mauritius	40 984	41 233	40 105	38 319	37 000	37 000	35 000	34 000
Mozambique	76 841	84 374	95 364	104 490	32 000	37 000	41 000	47 000
Seychelles	1 375	1 671	1 941	1 978	1 793	1 896	1 948	1 997
Somalia	43 008	41 821	...	...	20 934	21 434	...	...
Swaziland	...	...	...	...	13 000	14 000	...	...
Tanzania	51 695	53 173	54 895*	60 412*	27 000	29 000	30 000	34 000
Uganda	97 412	...	...	...	43 000	...	...	...
Zambia	71 273	...	...	...	...	39 000	...	...
Zimbabwe	133 852	187 397	...	...	94 000	129 000	...	...
TOTAL AFRICA	...	...	...	...	...	...	...	...

Source: ECA secretariat.

* Indicate estimates of figures.

... (Three dots) indicate that data are not available or not reported.

25. On teenage pregnancies, recent studies by Benjamin Gyepi-Garbrah,[11] George Eshiwani[12] and Joan Amarteifio[13] have observed the high rate of female dropouts at all levels of the education system as a result of teenage pregnancies.

26. With respect to non-formal education, women's participation for the last few years has been much greater than that of men in several countries of the region. Most countries in the region have recognized the need to combat illiteracy and have made strenuous efforts to reduce its rate through literacy programmes and campaigns. Since most of the rural women are either illiterate or semi-illiterate, non-formal education has played and continue to play a significant role to widen their skills and ability to use new knowledge and techniques so vital to the development process. In most cases the approach adopted by many countries to non-formal education is that of integrating the teaching into overall training programmes with a bias to functional literacy such as bookkeeping, income generating activities, home-economic programmes and the like.

27. In summary, there is no doubt that considerable progress has been made in increasing female access to educational opportunities. This progress is seen not only in increasing in the female share in total enrolment at the primary and secondary levels (see tables 1 and 2), but also in the increase in female participation rates. In terms of the long-term objectives of: equality, development and peace, this progress, however, must essentially be seen as a means of the attainment of higher goals, namely the extent to which improvement in educational opportunity leads to improved opportunities in the labour market, increased status of women in society, improved health of children and the family and the increased participation of women at the decision-making level. Investing in females in terms of providing access to education is not a panacea, but it may make a critical contribution to various spheres of development and equality.

B. Employment

28. Women's participation in this sector still remains inadequately quantified and available indicators still fail to measure a whole range of jobs performed by women and data to feed into those indicators that have been devised in recent years is still hard to come by. However, with the changing perception of the role of women in connection with various socio-economic development over the decade, and particularly as a result of their dramatic increased participation in the labour market, more concerted efforts have been undertaken by governments and international organizations to guarantee respect for the principle of non-discrimination in all areas of employment, training and working conditions.

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[11] Benjamin Gyepi-Garbrah, Adolescent Fertility in Sub-Saharan Africa: An Overview., The Pathfinder Fund 1985.

[12] Eshiwani, George, Women and Scientific Professions in Africa: The Case of Kenya; Commissioned by ECA, September 1988.

[13] Joan. C. Amerteifio, Women and Scientific Professions in Africa: The Case of Sierra Leone, Commissioned by ECA, 1988.

29. Review of the progress made since 1981 show that most governments in the Africa region have taken minimal measures to create job opportunities for women in the formal employment sector because of the effect of structural adjustment policies to reduce workers in the public sector in order to curb inflation and other economic factors. In some countries, recent measures established include promotion of deserving and qualified women to high and key positions; full salary (to working mothers) during maternity leave, rehabilitation and placement of women in jobs among other measures.

30. Accordingly, as a result of a complex set of social and economic transformations, women's income at all levels from formal to informal employment or self-employment has become an economic necessity for the large majority of households all over the world. It is recognized that the poorer the family, the more important the woman's income becomes. The economic crisis has accentuated the need for women to have an income and at the same time has made it more difficult to obtain. The rapid increase in male and female unemployment and the overall degradation of the already low living standards, especially in the Africa region, have increased the family's dependence on the income-earning and income-substituting activities of women.

31. According to the latest ECA statistics derived out of a region-wide socio-economic survey conducted in 1987,[14] the sectoral distribution of economically active population (differentiated by sex) is as follows: the percentage of females employed in agriculture in 1982 was 80.3% as compared to 78.7% in 1986; in industry 5.3% in 1982 versus 5.8% in 1986; and in the services area 14.5% in 1982 as compared to 15.6% in 1986. Similarly, Tables 3, 4 and 5 on economically active population (sectoral distribution) female in agriculture, services and industry (1981-1987) respectively demonstrate this trend. A look at table 3 on agriculture sector, the total percentage of females participation in 1981 was 80.75% as compared to 78.15% in 1987. Though the percentage differ from one subregion to another and from country to country, table 3 shows that there is a slight decrease in the percentage of females participation from 1981 to 1987. One would have expected an increase in percentages of female participation in agriculture in 1987.

32. It is conceivable that this slight decline in agriculture could be attributable to drought. The severest spell of drought was during the period 1982 - 1985, when as many as 24 African countries, ranging from the sub-humid Sudan-Guinea zone in west Africa to the dry savannah of East and Southern Africa were so badly affected that they required emergency food aid at one time or another. In the Sahelian belt for example, cereal production in 1987 declined about 12 per cent in

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[14] UNECA, Survey of Economic and Social Conditions in Africa, 1986-1987, Addis Ababa, UNECA 1988 (Doc. E/ECA/CM.14/4).

relation to 1986 in the nine Sahelian countries members of the Permanent Inter-State Committee for Drought Control in the Sahel (CILSS)-Burkina Faso, Cape Verde, Chad, the Gambia, Guinea Bissau, Mali, Mauritania, the Niger and Senegal.[15]

33. Table 4 on services sector show that the total percentage of females employed in the sector in 1981 was 14.15% versus 15.95% in 1987. Here again the situation varies from subregion to subregion and from country to country within the subregion. For example, Algeria, Egypt, Libyan Arab Jamahiriya (North Africa); Cape Verde (West Africa); Mauritius and Seychelles (Eastern and Southern Africa), have high percentage of females employed in the services sector.

34. While table 5 on industry sector shows that the total percentage of females employed in industry in 1981 was 5.10% as compared to 5.90% in 1987. As a whole, and as can be seen in table 5, the percentage of females employed in industry is the lowest compared to that in the agriculture sector and the services sector. Tunisia, Morocco, Algeria and Cape Verde however, have, compared to the rest of the countries in Africa, high percentage of females employed in industry.

35. As is obvious from the above figures, while changes have occurred in the distribution of female participation in the labour force, this is a far cry from the recommendations of the Arusha and Nairobi Strategies regarding women's occupational mobility and participation in development.

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[15] Recovery. No. 4 December. 1987.

Table 3: Economically Active Population: Sectoral Distribution - Female
Agriculture (in percentage)

Subregion, country	1981	1982	1983	1984	1985	1986	1987
NORTH AFRICA	43.85	43.10	42.35	41.70	41.10	40.35	39.65
Algeria	9.95	9.45	8.90	8.40	7.90	7.40	6.90
Egypt	18.95	18.25	17.70	17.10	16.60	16.15	15.55
Libyan Arab Jamahiriya	38.20	36.55	34.85	33.20	31.50	30.95	30.50
Morocco	34.65	34.30	33.95	33.65	33.40	32.75	32.10
Sudan	86.40	85.70	85.05	84.35	83.75	82.80	82.05
Tunisia	31.75	30.40	29.10	27.75	26.40	25.60	24.80
WEST AFRICA	73.45	73.10	72.70	72.40	72.05	71.75	71.25
Benin	73.60	72.80	71.85	71.15	70.35	69.35	68.50
Burkina Faso	86.10	85.95	85.75	85.55	85.30	85.05	84.80
Cape Verde	30.00	29.05	28.15	27.25	25.70	25.00	24.30
Côte d'Ivoire	74.45	73.85	73.30	72.75	72.30	71.70	71.15
Gambia	92.85	92.65	92.50	92.30	92.20	91.95	91.70
Ghana	51.55	51.00	50.45	49.90	49.40	48.80	48.25
Guinea	85.60	86.95	86.45	85.80	85.10	84.45	83.75
Guinea-Bissau	91.75	91.55	91.40	91.20	91.05	90.90	90.75
Liberia	85.60	85.00	84.00	83.45	82.55	82.05	81.55
Mali	78.15	77.85	77.65	77.40	77.05	76.65	76.40
Mauritania	86.30	85.95	85.55	85.20	84.80	84.30	83.80
Niger	93.95	93.65	93.45	93.15	92.90	92.70	92.55
Nigeria	68.80	68.55	68.30	68.10	67.90	67.60	67.25
Senegal	89.70	89.45	89.20	89.00	88.70	88.60	88.35
Sierra Leone	81.50	81.05	80.55	80.15	79.60	79.15	78.75
Togo	67.35	66.95	66.50	66.15	65.90	65.45	65.20
CENTRAL AFRICA	91.05	90.85	90.65	90.50	90.25	90.05	89.80
Burundi	97.85	97.85	97.80	97.80	97.80	97.80	97.80
Cameroon	77.45	77.00	76.45	76.05	75.55	75.00	74.35
Central African Republic	74.25	73.90	73.15	72.80	72.25	71.85	71.30
Chad	86.65	86.40	86.00	85.70	85.35	85.05	84.70
Congo	85.95	85.75	85.25	85.10	84.60	84.15	83.40
Equatorial Guinea	84.90	84.35	83.75	83.20	82.60	82.65	81.45
Gabon	87.40	86.75	86.15	85.60	84.90	84.30	83.65
Rwanda	97.90	97.90	97.85	97.85	97.80	97.70	97.70
Sao Tomé and Principe	76.80	76.05	75.30	74.55	73.80	73.05	72.30
Zaire	94.55	94.40	94.20	94.00	93.90	93.70	93.50

Table 3: Economically Active Population: Sectoral Distribution - Female Agriculture (in percentage) (cont'd)

Subregion, country	1981	1982	1983	1984	1985	1986	1987
EASTERN AND SOUTHERN AFRICA	88.75	88.35	88.00	87.65	87.30	86.95	86.55
Angola	88.95	88.70	88.50	88.25	88.00	87.65	87.30
Botswana	84.95	84.20	83.40	82.65	81.90	81.00	80.15
Comoros	87.20	86.80	86.40	86.05	85.70	85.10	84.55
Djibouti	88.10	87.85	87.55	87.25	87.00	86.70	86.45
Ethiopia	84.55	84.15	83.75	83.35	82.90	82.50	82.05
Kenya	85.80	85.50	84.90	84.50	84.10	83.65	83.10
Lesotho	88.95	88.40	87.85	87.30	86.75	86.05	85.35
Madagascar	93.20	92.90	92.50	92.20	91.80	91.25	90.75
Malawi	93.65	93.35	93.00	92.75	92.45	92.20	91.75
Mauritius	30.20	29.45	28.65	27.90	27.10	26.45	25.80
Mozambique	97.00	96.95	96.90	96.85	96.80	96.75	96.70
Seychelles	7.10	7.10	7.10	7.10	7.10	7.15	7.15
Somalia	89.00	88.65	88.20	87.85	87.40	86.65	86.15
Swaziland	82.15	81.75	81.45	81.10	80.75	80.25	79.70
Tanzania, United Republic of	91.50	91.15	90.80	90.45	90.15	89.85	89.45
Uganda	88.10	87.50	86.90	86.30	85.80	85.35	84.80
Zambia	87.55	86.35	85.15	83.95	82.75	82.50	82.30
Zimbabwe	81.75	81.50	81.20	80.95	80.65	80.40	80.05
TOTAL AFRICA	80.75	80.25	79.85	79.45	79.05	78.65	78.15

Source: ECA secretariat.

Table 4: Economically Active Population: Sectoral Distribution - Female Services
(in percentage)

Subregion, country	1981	1982	1983	1984	1985	1986	1987
NORTH AFRICA	35.15	35.55	35.95	36.25	36.50	37.50	37.60
Algeria	67.85	68.05	68.30	68.45	68.65	68.95	69.25
Egypt	63.85	64.20	64.40	64.65	64.80	64.95	65.25
Libyan Arab Jamahiriya	48.25	49.55	50.90	52.20	53.55	53.70	58.05
Morocco	31.15	31.30	31.50	31.65	31.75	32.00	32.25
Sudan	9.50	10.00	10.45	10.95	11.35	12.05	12.35
Tunisia	22.50	22.85	23.25	23.75	24.50	24.75	24.95
WEST AFRICA	20.40	20.60	20.85	21.05	21.30	21.50	21.90
Benin	23.00	23.75	24.55	25.20	25.85	26.70	27.50
Burkina Faso	10.35	10.45	10.60	10.70	10.90	11.10	11.35
Cape Verde	47.90	48.70	49.40	50.15	51.50	52.05	52.65
Côte d'Ivoire	20.45	20.95	21.30	21.80	22.15	22.60	23.05
Gambia	4.85	5.05	5.15	5.30	5.40	5.60	5.80
Ghana	32.30	32.65	33.00	33.40	33.70	34.05	34.40
Guinea	7.15	7.50	7.80	8.20	8.60	8.90	9.25
Guinea-Bissau	6.55	6.65	6.70	6.80	6.85	6.95	7.05
Liberia	12.85	13.40	14.35	14.85	15.70	16.15	16.60
Mali	18.45	18.75	18.80	19.00	19.30	19.65	19.85
Mauritania	10.35	10.50	10.70	10.80	10.85	11.20	11.55
Niger	5.90	6.20	6.40	6.75	6.90	7.10	7.25
Nigeria	24.40	24.55	24.65	24.75	24.85	25.05	25.30
Senegal	7.95	8.15	8.35	8.50	8.70	8.80	9.00
Sierra Leone	14.00	14.15	15.05	15.80	16.25	16.60	16.95
Togo	25.20	25.50	25.85	26.10	26.25	26.65	27.05
CENTRAL AFRICA	7.25	7.40	7.55	7.65	7.80	8.05	8.25
Burundi	1.10	1.10	1.10	1.10	1.10	1.10	1.15
Cameroon	19.35	19.60	19.85	20.05	20.50	20.80	21.20
Central African Republic	22.15	22.45	23.15	23.45	23.90	24.20	24.60
Chad	12.25	12.45	12.65	13.00	13.30	13.55	13.85
Congo	12.30	12.45	12.85	12.95	12.95	13.70	14.30
Equatorial Guinea	12.25	12.65	13.05	13.45	13.85	14.25	14.65
Gabon	10.05	10.60	11.10	11.55	11.95	12.40	12.85
Rwanda	1.45	1.45	1.45	1.40	1.50	1.50	1.60
Sao Tomé and Principe	19.40	20.05	20.65	21.30	21.80	22.55	23.30
Zaire	3.95	4.05	4.25	4.40	4.45	4.60	4.75

Table 4: Economically Active Population: Sectoral Distribution - Female Services (in percentage) (cont'd)

Subregion, country	1981	1982	1983	1984	1985	1986	1987
EASTERN AND SOUTHERN AFRICA	8.20	8.55	8.80	9.05	9.30	9.55	9.85
Angola	9.40	9.65	9.80	10.05	10.25	10.55	10.85
Botswana	12.95	13.60	14.15	14.75	15.30	16.00	16.65
Comoros	10.10	10.60	11.15	11.65	12.10	12.80	13.45
Djibouti	9.70	10.05	10.40	10.85	11.15	11.45	11.75
Ethiopia	9.10	9.30	9.45	9.65	9.85	10.00	10.25
Kenya	11.40	11.55	12.10	12.40	12.70	13.05	13.45
Lesotho	9.00	9.45	9.90	10.35	10.80	11.30	11.75
Madagascar	5.05	5.30	5.60	5.80	6.15	6.55	6.95
Malawi	4.00	4.15	4.30	4.40	4.50	4.60	4.85
Mauritius	56.70	57.35	58.00	58.65	59.35	59.85	60.30
Mozambique	2.20	2.20	2.25	2.30	2.30	2.35	2.40
Seychelles	85.05	84.00	82.90	81.85	80.75	79.70	78.60
Somalia	9.25	9.65	10.10	10.50	10.95	11.70	12.25
Swaziland	14.45	14.65	14.80	15.00	15.20	15.55	15.95
Tanzania, United Republic of	6.85	7.25	7.70	8.10	8.55	8.85	9.30
Uganda	9.85	10.35	10.80	11.30	11.65	12.00	12.40
Zambia	9.70	10.85	12.05	13.20	14.40	14.60	14.75
Zimbabwe	14.65	14.80	15.05	15.20	15.45	15.65	15.90
TOTAL AFRICA	14.15	14.50	15.05	15.05	15.35	15.60	15.95

Source: ECA secretariat.

Table 5: Economically Active Population: Sectoral Distribution - Female Industry
(in percentage)

Subregion, country	1981	1982	1983	1984	1985	1986	1987
NORTH AFRICA	21.00	21.35	21.70	22.05	22.40	22.65	22.90
Algeria	22.20	22.50	22.80	23.15	23.45	23.75	24.05
Egypt	17.20	17.55	17.90	18.25	18.60	18.90	19.20
Libyan Arab Jamahiriya	13.55	13.90	14.25	14.60	14.95	15.35	15.65
Morocco	34.20	34.40	34.55	34.70	34.85	35.25	35.65
Sudan	4.10	4.30	4.50	4.70	4.90	5.15	5.45
Tunisia	45.75	46.75	47.65	48.50	49.10	49.65	50.25
WEST AFRICA	6.15	6.30	6.40	6.55	6.65	6.75	6.85
Benin	3.40	3.45	3.60	3.65	3.80	3.95	4.05
Burkina Faso	3.55	3.60	3.65	3.75	3.80	3.85	3.90
Cape Verde	22.10	22.25	22.45	22.60	22.80	22.95	23.15
Côte d'Ivoire	5.10	5.20	5.40	5.45	5.55	5.70	5.80
Gambia	2.30	2.30	2.35	2.35	2.40	2.45	2.50
Ghana	16.15	16.35	16.55	16.70	16.90	17.15	17.30
Guinea	5.25	5.55	5.75	6.00	6.30	6.65	7.00
Guinea-Bissau	1.70	1.80	1.90	2.00	2.10	2.15	2.20
Liberia	1.55	1.60	1.65	1.70	1.75	1.80	1.85
Mali	3.45	3.50	3.55	3.60	3.65	3.70	3.75
Mauritania	3.35	3.55	3.75	4.00	4.35	4.50	4.65
Niger	0.15	0.15	0.15	0.20	0.20	0.20	0.20
Nigeria	6.80	6.90	7.05	7.15	7.25	7.35	7.40
Senegal	2.35	2.40	2.45	2.50	2.55	2.60	2.65
Sierra Leone	3.70	3.80	3.90	4.05	4.15	4.25	4.35
Togo	7.45	7.55	7.65	7.75	7.85	7.90	7.95
CENTRAL AFRICA	1.70	1.75	1.80	1.85	1.85	1.90	1.95
Burundi	1.05	1.05	1.10	1.10	1.10	1.10	1.10
Cameroon	3.20	3.40	3.55	3.75	3.95	4.20	4.35
Central African Republic	3.60	3.65	3.70	3.75	3.85	3.95	4.10
Chad	1.10	1.15	1.25	1.30	1.35	1.40	1.45
Congo	1.75	1.80	1.90	1.95	2.05	2.15	2.30
Equatorial Guinea	2.85	3.00	3.20	3.35	3.55	3.70	3.90
Gabon	2.55	2.65	2.75	2.95	3.15	3.30	3.40
Rwanda	0.65	0.65	0.65	0.70	0.70	0.75	0.80
Sao Tomé and Principe	3.80	3.90	4.05	4.15	4.30	4.40	4.50
Zaire	1.50	1.55	1.55	1.60	1.65	1.70	1.75

Table 5: Economically Active Population: Sectoral Distribution - Female Industry (in percentage) (cont'd)

Subregion, country	1981	1982	1983	1984	1985	1986	1987
EASTERN AND SOUTHERN AFRICA	3.05	3.10	3.20	3.30	3.40	3.50	...
Angola	1.65	1.65	1.70	1.70	1.75	1.80	1.85
Botswana	2.10	2.20	2.45	2.60	2.80	3.00	3.20
Comoros	2.70	2.60	2.45	2.30	2.20	2.10	2.00
Djibouti	2.20	2.10	2.05	1.90	1.85	1.85	1.80
Ethiopia	6.35	6.55	6.80	7.00	7.25	7.50	7.70
Kenya	2.80	2.95	3.00	3.10	3.20	3.35	...
Lesotho	2.05	2.15	2.25	2.35	2.45	2.65	...
Madagascar	1.75	1.80	1.90	2.00	2.10	2.20	...
Malawi	2.35	2.50	2.70	2.85	3.05	3.20	...
Mauritius	13.10	13.20	13.35	13.45	13.55	13.70	...
Mozambique	0.80	0.85	0.85	0.85	0.90	0.90	...
Seychelles	7.85	8.90	10.00	11.05	12.15	13.20	14.30
Somalia	1.75	1.70	1.70	1.65	1.65	1.60	1.60
Swaziland	3.45	3.60	3.75	3.90	4.05	4.20	4.35
Tanzania, United Republic of	1.65	1.60	1.50	1.45	1.30	1.30	1.25
Uganda	2.05	2.15	2.30	2.40	2.55	2.65	2.60
Zambia	2.75	2.80	2.80	2.85	2.85	2.90	...
Zimbabwe	3.60	3.70	3.75	3.85	3.90	3.95	...
TOTAL AFRICA	5.10	5.25	5.35	5.50	5.60	5.75	...

Source: ECA secretariat.

(i) Industry

36. According to a recent ECA study on the role of women in Agro-industries undertaken in Botswana, Lesotho, Tanzania and Zimbabwe, the findings show that women are employed in a variety of agro-industries, however, the bulk are in semi-skilled and casual labour categories.[16] There is also a tendency for women to be in specific lines of operation quite often requiring routine or repetitive work such as canning, assembling or clerical work. Very few were in technical or management categories in all the four countries studied.

37. Involvement of women in industries is mainly found in countries which have a wide range of industries including agro-industries. Low educational achievements of women in technical fields has inevitably resulted in limited women's participation in industrial employment establishments.

(ii) Informal Sector

38. Africa's informal sector is presently fairly underdeveloped and is characterized by low productivity. Although reliable statistics on the participants in this sector hardly exist because they are not often recorded in official statistics, according to various estimates in the West African countries, women constitute between 60 and 80 percent of the total labour force. However, most women face among others financial constraints with hard working conditions.

39. According to a recent study undertaken in Eastern and Southern Africa (Kenya, Mauritius, Swaziland and Zambia) Karanja asserts that problems of capital formation was common to all entrepreneurs male or female but more intense among female entrepreneurs who seemed to face discrimination from all the lending institutions including those where national governments had control over lending policies.[17]

40. Employment in the informal sector continues to play a key role and a hope for survival for a greater majority of women and the urban poor. The recent issue of UNEP news ("On the Border of Despair", July/August 1988), states that women in Zambia account for 60 per cent ownership and 85 per cent employment in the informal, small-scale enterprise sector. Review progress made in this sector shows that many countries in Africa have taken minimal measures to provide support to women's activities in the informal sector through income-generation activities, small loans and credit to groups of women involved in various activities. Projects in the informal sector should prove themselves more viable, economically sound and self-supporting.

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[16] UNECA. The Role of Women in Agro-Industries in Eastern and Southern Africa and Measures for Strengthening Such Role. Doc. ECA/ATRCW/89/11.

[17] UNECA. Survey on the Status of Women Entrepreneurs in the Informal Sector. (Doc. ECA/ATRCW/1989).

41. In general, despite an increase in the employment of women in the various sectors, progress has been slow for various reasons. Sad though it is, present societal attitudes to the employment of women in certain sectors of the economy remain conservative. These attitudes which tend to stereotype women to a set category of jobs, consequently make it difficult even for qualified and trained women to assume jobs at higher levels of responsibility. Until society's own prejudices against the female gender for an alleged incapacity or inability to handle so-called high-level jobs are removed, the desired diversification of employment opportunities for women will not be attained.

C. Agriculture and Food Production

42. A growing body of research and information has established that women play a crucial role in African agriculture. They constitute the backbone of food and agricultural production in small farm areas and provide a substantial proportion of family labour resources for cash crop production. Women remain the provider of 60 to 80 per cent of the household food in many parts of sub-Saharan Africa. Statistics on women's labour force participation in agriculture (based on national sources and/or estimates of the International Labour Organization) in sub-Saharan Africa show an intensive participation of women in agriculture. In six countries, (the Gambia, Mali, Cote d' Ivoire, Lesotho, Malawi and Zaire) about half of the agricultural labour force are women, with well over half in Boiswana, the United Republic of Tanzania, Cameroon and Sierra Leone. In another four countries (Ghana, Senegal, Togo and Burkina Faso), women comprise between 42 to 46 percent of the agricultural labour force, and in the remaining countries from 31 to 39 percent.[18] Table 3 shows and confirms this high participation of women in agriculture.

43. The Arusha Strategies for the Advancement of Women in Africa (1984) identified obstacles to women's advancement in agriculture, elaborated strategies for overcoming the basic obstacles and recommended actions and/or measures required at national, regional and international levels. In broad terms, they included: technological improvements; integrated farming systems aimed at self-sufficiency in food and energy production; improvement of training for women; improvement of women's organizational capacity in farming activities; access to productive factors such as land, capital and water; improved basic rural infrastructures; and improvements in marketing such as formation of women into marketing co-operatives, training for market women to improve their work environment, food preservation, storage and the like.

44. Many governments have embarked on measures to improve and increase the role of women in agriculture. In some countries, several projects have been undertaken to enhance the role of women, they include the development of off-season crops and the intensification of the role of women in food production, preserving and marketing. In the area of education, advanced technical training centres to train women in agriculture have been set up. More and more women are

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[18] World Survey on the Role of Women in Development: Report of the Secretary-General, A/CONF.116/4. December 1984, p. 40.

being involved in agriculture extension services as trainers as well as producers and farmer groups to make the delivery of these services easier have been formed. Appropriate labour and time-saving devices have been introduced in some countries to cater for all agricultural activities such as ploughing, weeding, harvesting, transporting, preserving and processing of agricultural products.

45. As regards to credit for agricultural activities, some countries have taken steps to expand credit facilities to women who in the past were not considered eligible for credit. However, women have few possibilities of getting access to capital especially to relatively large amounts. This is because the credit and finance institutions can only give loans to those who display security such as land in order to get loans and in this, the women are disadvantaged. Women are making appreciable efforts to deal with this problem through various sources and activities. National Agricultural Finance Corporations, the Kenya Women's Finance Trust Limited for instance and many other finance institutions have attempted to provide and acquire funds to enable them to stand [illegible]y for women borrowers. This effort could go a long way to help the women improve their financial capabilities through borrowing from established lending institutions. In some countries of Africa, women try to overcome their financial problems by engaging in marketing activities as a means of earning cash to meet their household expenditure and any other financial needs. A case in point is the well-known market women of west Africa from Ghana, Nigeria, Sierra Leone and Liberia.

46. Land ownership in most countries of Africa is still vested in the male members of the family. The traditional allocation of household fields to the wife or wives had been for long time recognized as long as women (wives) remained members of the family. However, with the introduction of land consolidation, the women's security may not be guaranteed any more because the community can no longer exercise legal vetoes to protect a woman's land rights.[18] Accordingly, experiences with various land reform programmes have not been satisfactory. Furthermore, it should be noted that the programmes for appropriation and reallocation of land by the state in some countries for example have neglected women's interests. Women in the rural area in particular and because they are more directly involved in agriculture and food production, should have equal access to land, education, technology, training, extension services, credit and other resources.

B. Population, Health and Nutrition

47. Until the United Nations Decade for Women: Equality, Development and Peace (1975 - 1985), few official pronouncements linked planned parenthood with the advancement of women or promoted it for that purpose. However, since the adoption of the Strategies for the Advancement of Women (Arusha 1984, Nairobi 1985), this review shows that African governments have made significant efforts to implement programmes in areas such as immunization, Primary Health Care (PHC), Maternal Child Health (MCH) and Family Planning (FP). Several countries have

[18] Towards Strategies for Strengthening the Position of Women in Food Production: An Overview and Proposals in Africa, INSTRAW Publication, May 1986.

reported that there have been an increase on women's participation in family planning services, pre-natal and post-natal programmes as well as a general awareness and use of the health services available in the community.

48. Within the general context of WHO's Health for All by the year 2000, member states have designed programmes aimed at improving health conscious of the fact that health is an essential factor in economic development. Healthy people constitute (in economic terms) the productive labour and women play a dominant role in the labour force and yet are the most and worst affected group in terms of health (maternal, mortality and fertility rates etc.). It is necessary that special attention be given to women's health especially the health needs of female adolescents, pregnant and lactating women since they play an important role in the labour force (women represent more than 75% of the total active population in Africa), largely in rural agriculture and in the informal sector.

49. The African Region is getting closer to attaining the targets set by the World Population Plan of Action (WPPA)[20] regarding life expectancy and infant mortality. Much of this success is owed in large part to women's contributions in ensuring that children are immunized, better-fed and live under better sanitary conditions. Accordingly, most African countries as reflected in the Kilimanjaro Programme of Action (KPA) on population, have recognized the need to take population issues as central to development planning and to address high levels of fertility and mortality so as to achieve population growth rates that are compatible with the desired economic growth and social development goals.[21] The United Nations Programme of Action for Africa Economic Recovery and Development (UNPAAERD), 1986 - 1990 has also emphasized this.

50. However, fertility levels in African countries have not changed much and in fact it has remained high for decades in spite of the various changes taking place in development and the various programmes initated for the family planning services. High fertility rates have been reported to be above 6 children per woman in many countries.[22] The factors leading to this high fertility rates are many. They include among others: the social and cultural values with regard to family formation and childbearing and the low socio-economic development. Women need further support in family planning. These should include among others: information and access to family planning programmes; and appropriate legislation.

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[20] UN/Centre for Economic and Social Information, World Population Conference: Action Taken at Bucharest - New York: UN 1974.

[21] United Nations Economic Commission for Africa, Kilimanjaro Programme of Action on Population, 1984.

[22] Economic Commission for Africa, Social, Culture and Legislative Factors, Affecting Family Formation and Fertility in Selected African Countries, October, 1988. ECA/POP/TP/88/2(2.2).

51. As regards to maternal deaths, it is reported that the number of maternal deaths is currently at 150 per 1000[23] even with improved knowledge of family planning methods (including birth spacing) sanitation and prenatal care.

52. Closely associated with the health status of countries is their level of nutrition. Nutritional condition of pregnant and lactating women is very important not only for their health but also for the babies to be born and those who are being breast-fed. The ability of the African woman to jointly perform her reproductive and productive roles to society's benefit depends largely on her health and nutritional intake.

53. Women's education has been shown to have very positive correlation with changes in fertility levels and attitudes, family size, marriage, health and nutrition. Recent studies done by Oppong,[24] Abu,[25] Anker[26] and others[27] have clearly demonstrated these relationships. An enlightened, educated woman is a sure investment for the enlightened, healthy and productive development of the next generation.

F. Environment

54. Changes in agriculture, forestry, water and waste management all have local environmental implications for women as those who have a special relationship with the natural environment by virtue of the daily tasks.[28] Women are the primary natural resource managers in developing countries, yet this important role is often ignored by governments and agencies. They do most of the work to reap food and fuel from the environment to sustain their families. When the environment is degraded, it is the women who first feel the crunch.[29] Although the Arusha Strategies does not focus on women and environment, areas related to environment

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[23] World Health Organization, Maternal Mortality Rates: A tabulation of available information - Geneva: WHO, 1985.

[24] Oppong, C., Sex Roles, Population and Development in West Africa, London Currey, 1988.

[25] Oppong, C/Abu, E., Ghanaian Mothers: Impact of Education, Migration and Employment (Women, Work and Development Series) Geneva: ILO, 1987.

[26] Anker, R/Hein, C., Anthropological Guides and Questionnaires for the Study of Demographic Changes and Women's Roles, Geneva: ILO, 1987.

[27] UNECA, African Training and Research Centre for Women, Women and the Industrial Development Decade in Africa - Addis Ababa, UNECA, 1986. (Research Series) E/ECA/ATRCW/86/05.

[28] COMPASS: Newsletter of the Society for International Development No. 39/40 May 1989.

[29] African Women in Development; UNEP News July - September 1988.

and where women are actively involved are recommended to include water, health, hygiene, sanitation and energy.

55. Most African countries have recognized the need to protect and improve the environment for sustained use. New measures and legislation have been passed in Cote d'Ivoire and Nigeria for instance with regard to dumping of waste matters. Accordingly, a June 1988 agreement of the ECOWAS called for tougher legislation [illegible] of West African States (ECOWAS) called for tougher legislation [illegible] in the area of energy, most countries have a government energy department or agency, underscoring the importance attached to energy issues which are all related to women in their productive roles.

56. The International Research and Training Institute for the Advancement of Women (INSTRAW) is one of the agencies involved in helping solve the energy crisis. In 1987, INSTRAW launched a project to promote women's involvement in energy programmes in Africa within the framework of programmes funded by the African Bureau of the United Nations Development Programme. To this end, INSTRAW has undertaken a preliminary survey in six countries: Cameroon, Ghana, Guinea, Malawi, Mali and Togo. The survey has shown a wide range of activities in newer forms of renewable energy and [illegible] energy. Most of the countries surveyed are experimenting with [illegible] and women-making is widely studied in Malawi, Ghana and Guinea, although there are many economic barriers to commercialization.

57. Many African women organizations have been involved in various activities aimed at protecting and improving the environment for sustained use. In East Africa, the Kenya's Green Belt Movement is a typical example. The movement has successfully mobilized more than half a million children and 600 women's groups.[a] In Burkina Faso the [illegible] groups involved in environmentally sound [illegible] practices of water conservation, afforestation and grain storage. In Cameroon, the [illegible] is prominent as a rural promoter of food and energy [illegible].

58. Efforts to formulate plans of action [illegible] supply and sanitation as part of the implementation of the International Drinking Water Supply and Sanitation Decade as well as the strategies (IDWSSD) have been made by African governments. These activities include rural water supply systems using hand-pumped as well as piped supply systems. These are being operated and maintained by communities in countries such as Burkina Faso, Benin, Burundi, Central African Republic, Ethiopia, Gambia, Kenya, Malawi, Mali, Rwanda, Sudan and Uganda.[b] Furthermore, some countries have made progress by increasing their budget allocation for water supply.

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[a] [illegible]

[b] UNICEF Water, Human Needs. A Future for Africa's Children. UNICEF Report 1987.

59. Despite these positive signs, much remains to be done. Funding limitations, operation and maintenance, lack of trained personnel at the professional and para-professional levels and [illegible] should be considered and strategies to overcome these essential constraints planned. Since governments have and continue to be committed to the activities and attainment of the IDWSSD goals as well as to the long-term objectives of the Arusha and Nairobi Forward-Looking Strategies, more attention for the protection and improvement of the environment for sustained use, for water and sanitation activities be given more to the underserved and rural population the majority of whom are the women and the children.

F. Women at the Decision-Making Level and Political Participation

60. The visible and public exercise of power by women is controversial in many societies. In most African countries, participation of women in economic decision-making, management and in politics is very low. This low participation has been reported in many reviews, research studies and reports. Political participation is a key issue for women because it is an indicator of their status as well as a tool to improve their socio-economic condition in society.

61. In the majority of African countries, women have the right to vote and are eligible for election to public office where they can exercise all public functions. However, despite the equality of political rights in law, women still play a minor political role at all levels. Accordingly, the right to vote and the mere act of voting cannot be regarded as a measure of political consciousness or participation.

62. This review of the implementation of the Arusha and Nairobi Strategies according to various reports, data and information made available during this period (1984-1989) shows [illegible] in the number of women entering the arena of decision-making and power. In countries such as Cameroon, Cote d'Ivoire, Ghana, Ghana, Kenya, Mauritius, Nigeria, the Niger, Nigeria, Senegal, Swaziland, Sierra Leone, the United Republic of Tanzania, Uganda and Zimbabwe, women are politically represented in various government structures and committees ranging from the village/district level to the end of government level. Besides their participation in political parties, committees, etc., more and more women are being appointed to key positions both in the public [illegible] sector. In Senegal, for example, women participate at all levels of decision-making: governmental, parliamentary, [illegible]

63. This increase in women's participation in decision-making level is further seen in the case of Tanzania where in the general election of 1985, 25 out of 244 seats were filled by women members of parliament. In order to encourage women exercise their political rights and to enlighten the general mass on the importance of involving women in politics, the Party and Government decided to reserve 15

[illegible]

parliamentary seats for women.[34] In Madagascar, a good number of women occupy key positions at the decision-making level in legislative bodies as well as in elective posts.[35]

64. In high public office, the situation of women has not changed much though there has been an increase of women as judges, directors of institutions, commissioners, permanent secretaries, managers, ambassadors and ministers. Women's participation in top management of large productive enterprises, whether in the public or private domain is therefore infrequent.

65. Women's organizations have also played a major role during the past five years in mobilizing women for participation in national development. In some countries such as Angola, Ethiopia, Mozambique, Seychelles, Tanzania and Zambia, women's organizations have been given political backing through recognition as national mass organizations.[36] At the international level, the participation of women in international affairs has increased. This is evidenced by their participation in major international and regional meetings as well as advisers to various regional and international organizations and committees.

66. Albeit there has been an increase in the number of women entering the arena of decision making and power as shown in the review above, their success has, however not been easy. They had and still have to struggle against considerable odds in order to succeed in politics as well as getting into key positions in the government structure, parastatal organizations and institutions. The situation of women at the decision-making level is therefore far from being satisfactory as compared to men.

67. Factors affecting women's participation in politics include: resources, time, skill, experience, patronage, contacts and information. Women are at a disadvantage with regard to all of these factors that promote success in politics. Participation of women requires both human and financial resources as well as attitudinal change on the part of the society towards women's participation in political and administrative positions that require decision-making.

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[34] Tanzania response to ECA/ATRCW questionnaire on, Changing Socio-economic Conditions of Women in Africa, March 1988.

[35] Madagascar response to ECA/ATRCW questionnaire on Changing Socio-Economic Conditions of Women in Africa, July 1988.

[36] Review and Appraisal of the Achievement of United Nations Decade for Women, 1976 - 1985. E/ECA/RCIWD/OAU/4, August 1984.

68. Though there have been serious attempts to introduce affirmative action, variously defined as "equality policies" or "positive action",[37] (ILO/INSTRAW) to enhance the status and promote the full integration of women into political and economic systems, the situation is far from changing. Governments should take into account that women are equal partners with men, that their participation in politics and in economic decision-making is crucial in development and that women are an economic asset whose contribution should be sufficiently acknowledged and utilized.

IV. LAW AND LEGISLATION

69. For the purpose of this review, the word law is here taken to comprise not only constitutions, legislation, administrative regulations, executive decrees or judicial decision, but also all of the governmental decisions that are put into official form and translated into action. In addition, significance is attached to customary law which clearly differs from positive law. Thus, any compilation and analysis of laws concerning the status of women must cover also a situation where, despite the appearance of equality between the sexes in the formal law, discrimination remains in effect.[38]

70. Albeit the review given below do not constitute a comprehensive Africa-wide data base that would permit an in-depth analysis of the crucial aspects of the women legal status according to the Arusha strategies, nevertheless, examples given in this review show some of the actions member states have initiated and continue to initiate in order to improve the legal status of women in Africa.

71. Progress in achieving equality in economic and social participation, as set out in the Arusha and Nairobi Forward-looking Strategies for the Advancement of Women has been very slow. At the international level, the convention on the Elimination of All Forms of Discrimination against Women (General Assembly Resolution 34/180) has been signed by most member states and ratified by two thirds of them and several major conventions of the International Labour Organization (ILO) have been widely accepted.[39] In Africa, 19 per cent of African States have ratified the convention as of September 1987.

72. At the national level, a review of progress made since the adoption of the Arusha Strategies shows that there has been some progress although perhaps at a slower pace in adjusting national legislation. Many member states have enacted reforms to ensure that women have equal opportunities to participate in economic

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[37] ILO/INSTRAW Women in Economic Activity: A Global Statistical Survey (1950-2000) June 1985.

[38] Law and the Status of Women: An International Symposium Centre for Social Development and Humanitarian Affairs, United Nations, Ed. by the Columbia Human Rights Law Review, Columbia University School of Law (1977).

[39] United Nations Economic and Social Council. Report of the Secretary-General E/CN.6/1989/5, February 1989.

and social life. These efforts can be assessed through the promulgation of national legislation on employment, maternity leave, marriage, inheritance and property, education and constitutional rights. For instance, the Zimbabwe Government introduced the Labour Relations Act 1985 which embraces the provisions of the equal pay regulations, the minimum wages act and the maternity leave regulations of 1980; the matrimonial Causes Act 1985 which recognizes, for the first time in the history of Zimbabwe the direct and indirect contribution of a woman to family wealth. [40]

73. Legal committees have been established by several African governments to study areas such as legislation, laws and traditions, customary laws and traditions that affect the progress and development of women, regulations and administrative instruction that affect women, and legal aid for women. In many countries, it has been observed that most women in Africa have neither the knowledge of law nor the ability to appeal to the law when it comes to their rights.

74. The above has necessitated in some countries like the United Republic of Tanzania, Mauritius and Malawi, the establishment of legal aid committees which offer legal advice to women. Family law advisory and educational programmes have also been established in some countries to help women understand their rights and to help resolve family situations. The Ghana Law Reform Commission on new family laws enacted during 1986, for instance, aims at promoting a uniform system of marriage in the country, irrespective of traditional or ethnic groupings.[41] Other measures taken in countries such as Cameroon include the creation of legal conditions conducive to the progress of women by eliminating all forms of discrimination against women and by guaranteeing them equal opportunities in the political, economic, social and cultural sectors.[42] In line with the Convention on the Elimination of All Forms of Discrimination Against Women, Mauritius for example has taken action by setting up a Sex Discrimination Committee to make an inventory of all sex discriminatory laws, practices and regulations as well as to study the provisions of the Convention in order to advise on the legislation that need to be enacted or amended to give effect thereto.[43] While in Botswana a Law Reform Committee has been established to look into the law and legislation in particular as they relate to women.

75. As regards customary law, some countries have taken steps to remove the mandatory application of customary law, which is inherently discriminatory against

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[40] Zimbabwe country paper presented to the fifth meeting of the sub-regional co-ordinating committee on the Integration of Women in Development ECA/Lusaka MULPOC, Feb. 1987.

[41] Report of the Sub-Regional Committee for the Integration of Women in Development, MULPOC/YAO/3/CSR, March 1987.

[42] Ibid.;

[43] ECA/ATRCW, Update No. 3, December 1987, p. 3.

women from some disputes. This is still so because the legislation process do not completely bridge the gaps left by the customary law.

76. National fiscal, monetary and property laws often result in discriminatory practices depriving women of access to resources. In some countries such as Botswana, women who marry in community of property, are regulated to a minority status, and they cannot contract or sign any legal document without the assistance of their husbands. It is on the basis of this and other factors that women are denied of credits/loans by banks.

77. It is evident from the review that not significant advances have been made in reducing the legal bases of discrimination against women. Legal discrimination on the basis of sex still exists in some countries. Since the constitutions serve as the superstructure upon which government's legislation and policy rest, such a policy cannot create a proper legal environment that permits women to contribute to and benefit from development. The issue of changing socio-economic conditions of women in Africa includes legal aspects and that the economic and social structures are influenced by the law and are interrelated. Law cut across all areas of national development such as employment, education, health, food and agriculture, population and the like. In order to ensure equal participation of women in the economic and social life, a concerted effort to achieve reforms at every level and in every sound sector of development is required.

V. THE ROLE OF NGOs, REGIONAL ORGANIZATION/INSTITUTIONS IN THE IMPLEMENTATION OF THE STRATEGIES

78. Non-governmental organizations have played and continue to play a great role in publicizing and implementing the Arusha and Nairobi Strategies. Their activities include among others, research studies,collection of data, production of training manuals, training workshops, seminars and holding conferences and meetings at local, national and international levels to bring women's issues to the public's attention.

(a) African National NGOs

79. A lot of non-governmental organizations have emerged particularly following the end of the UN Decade for Women (1985). These NGOs' range from professional associations, co-operatives, religious organizations to general purpose organizations. These organizations continue to supplement government efforts in bringing about development in the country and ensuring further the integration of women in the development process.

80. Through the support of governments by provision of technical services and in some cases financial support, these NGOs are engaged in activities such as: fund raising to support girls education at different levels; leadership in skilled training; building of nursery schools; bus shelters; health centres; giving inputs to income generating activities; and environmental projects including soil conservation and energy saving projects. Many of these organizations are grassroot oriented having influence in the rural area. However, despite the crucial role these organizations are playing, most of them lack the organizational structures and financial support.

Given both financial and human resources as well as the organizational structure, NGOs have the potential for growth and effective implementation of the Strategies.

(b) Governmental Agencies

81. Governmental agencies, organizations and foundations operating in the various respective countries of Africa have recognized the need to assist and give support to women in development (WID) activities. Their major objectives (within the framework of country programmes) to WID are to improve women's living and working conditions; providing opportunities to participate in economic, cultural and political activities with a view to change the mainstream of development to make it benefit women; carry out research in areas such as the informal and agro-industry sectors; and other activities related to social services including support to day-care nursery schools, training programmes for specific skills and the like.

82. Following the World Conference in Nairobi (1985) agencies such as: Norwegian Agency for International Development (NORAD), Swedish International Development Agency (SIDA), Finnish International Development Agency (FINNIDA), the Danish Development Agency (DANIDA), Canadian International Development Agency (CIDA), the United States Agency for International Development (USAID), OXFAM and Ford Foundation among others have provided funding to provide both human and financial resources as well as equipment and required facilities to run women's projects.

83. Such assistance has been and is channelled through government appropriate ministries, institutions and other bodies to ensure effective monitoring and co-ordination. In the context of Arusha and Nairobi Forward-Looking Strategies, activities initiated and being implemented through the assistance received from the above such agencies include: training, agricultural projects, credit scheme, women's appropriate food technology, research in informal and agro-industry sectors, grinding mills and other income generation activities. In general, the 1985 World Conference has ushered women's issues into a new era with a large number of women's projects most of which are financed by various international donors.

(c) Sub-regional Organizations/Institutions

(i) Sub-Regional Organizations

84. Sub-regional organizations such as the Economic Community of West African States (ECOWAS), the Preferential Trade Areas (PTA) and the Southern African Development Co-ordination Committee (SADCC) have equally given attention to women issues though the Treaties/constitutions establishing them have no special provision for women. However, women are one of the social categories whose problems are linked to the Social and Economic development of the sub-regions.

85. For instance, ECOWAS states, as their women have an especially important role to play in the development of West Africa in particular and Africa as a whole, and as such, it fully supports the total and complete integration of women in all forms of the development process. In view of this, ECOWAS created in 1987 a West African Women's Association (WAWA) according to the statutes of the Association,

the objectives of the Association among others shall be to: mobilize and involve women of the sub-region in community-building efforts; initiate community projects in the priority sectors of Agriculture, Trade, desertification control, health, education and others; foster sub-regional cooperation with a view to accelerating the economic, social and cultural integration of the community and securing a better future for the people."[4] The WAWA programme of activities include: organization of symposia and seminars; research programmes, information dissemination, monitoring and evaluation of WID activities in the sub-region.

86. As regards to SADCC for instance, Zimbabwe hosted in 1986 the SADCC Women's Conference which discussed the implementation of the Strategies at the subregional level. Plans for a machinery to co-ordinate women and development within SADCC are at an advance stage.

(ii) Subregional and National Institutions

87. Subregional and national institutions for training and research have given attention to women issues and have initiated programmes and projects pertaining to women. The Eastern and Southern Africa Management Institute (ESAMI) for instance has a women in development (WID) unit. Since the adoption of the Arusha Strategies, ESAMI has played an active role in promoting training of women managers and entrepreneurs to increase their participation in national economies. With the financial support of UNDP and the Netherlands government, ESAMI has conducted a series of workshops for trainers of women entrepreneurs and seminars on women entrepreneurs. These workshops and seminars are aimed at enabling women to have the opportunity to develop both personal and technical entrepreneurial skills which enable them to improve their small-scale enterprise performance.

88. National training and research institutions have also made significant contributions on women in development activities. A good number of universities and research institutes have undertaken research on a variety of areas such as income generation for women, sex differences in education, population, agriculture extension services and the like. Some universities are teaching courses on women and development while dimensions on women issues are being reflected in courses such as anthropology, sociology, law, population and others. However, despite these initiatives and contribution made so far, universities and research institutes should consider extending their programmes to incorporate various university programme activities relative to gender issues.

VI. THE ROLE OF THE AFRICAN TRAINING AND RESEARCH CENTRE FOR WOMEN (ATRCW) IN THE IMPLEMENTATION OF THE ARUSHA STRATEGIES

89. ATRCW is the regional women in development structure in the United Nations system in Africa. As an integral part of the United Nations Economic Commission for Africa, ATRCW has made a visible contribution to the Women in Development

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[4] Economic Community of West African States: West African Women Associations - Statutes: Article Three, The Aims and Objectives of the Association.

(WID) programmes in the region. Following the adoption of the Arusha Strategies, ATRCW has continued to promote the advancement of women in development by: providing technical and advisory services to member states in the formulation of policies and programmes designed to mobilise, develop and utilize the capabilities of women for achieving national and regional development objectives; dissemination of information for the advancement of women and the like. Specifically ATRCW activities have included the following:

(a) At the Sub-Regional Level

90. The activities of the West and Central African subregion have during the 1986-1987 period focused on the role of women in the distribution of foodstuffs, training and research activities in agriculture, food and appropriate food technologies and marketing of processed food. In East and Southern Africa, within the same period, attention was given to health issues such as water and sanitation, development and management of small-scale [illegible] and strengthening the technical capabilities of national machineries, while North Africa and the Great Lakes countries were concerned with the legal status of women, strengthening national machineries for women in development as well as techniques in project planning, implementation and evaluation.

91. Within the subregions, activities have also included National Technical Co-operation Assessment and Programmes (NATCAPs) and Round Table Conferences have been conducted. NATCAPs have aimed at identifying higher priority technical co-operation programmes and projects as well as assessing and specifying constraints and priorities for meeting development and human resources capabilities.

(b) Monitoring the Socio-Economic Conditions

92. In consideration of the current emerging economic and social trends in the region and in the efforts to implement the Arusha Strategies, ATRCW has carried and continue to undertake activities which include: monitoring changes in the situation of African women in the context of the Arusha and the Nairobi Strategies; promoting women in small-scale enterprises with particular emphasis on improving the managerial capabilities of women; the role of women in the informal sector and access of women to scientific and technical fields; enhancing the capacity of national machineries to incorporate gender issues in national development plans and strategies; sectoral analysis of emerging socio-economic trends and their impact on African women, in particular the effect of persistent famine and drought on women as food producers, the effect of structural adjustment programmes on vulnerable groups (such as rural and urban poor women); and ensuring women's distinct contribution and needs are taken into account in major regional strategies and policies promulgated from time to time amongst others.

93. On account of the above, ATRCW has tackled the activities from different angles and through systematic studies designed to promote and improve the socio-economic conditions of women. To this end, studies, training workshops (national and subregional), meetings and seminars have been held. For instance, studies undertaken include among others: a study on the present need for strengthening

national machineries for the integration of women in development was undertaken in Zimbabwe and Ethiopia in 1986; study on women as entrepreneurs was undertaken in Zambia, Cameroon and Ghana in 1986; studies on women in the informal sector and agro-industries (1988) and (1989); study on the participation of women in development both as agents and beneficiaries in Ghana in 1987; study and training in optimal nutritional use of food donated for relief and food for work activities in Ethiopia; studies on promoting women in the scientific professions have also been undertaken in Kenya, Sierra Leone and Swaziland in 1988. A study tour to Ghana for Business Women from Eastern and Southern Africa was also conducted in 1987.

94. In its efforts to improve the working conditions of women, a project on improving women's access to credit as recommended in the Arusha Strategies is being implemented. Funded by SIDA, the project involves research, training programmes in management, credit techniques and pilot projects in Ethiopia, Rwanda and Zambia. Research competition for women in Eastern and Southern Africa in the area of informal and agro-industry sectors is also underway with 10 women researchers being awarded to undertake research. This has been made possible under Ford Foundation grant.

95. As regards to the incorporation of women's issues and concern in national development plans, an Expert Group meeting was held in Addis Ababa in November 1988. The meeting's objective was to review development planning both in economic and equity matters, and the extent to which women concerns have been taken into consideration in national development plans. The Experts agreed on the various chapters and indicators for inclusion in the guidelines for incorporation of women concerns into national development plans. These guidelines are being developed and will be disseminated for use by national machineries, organizations and institutions concerned and involved in Women in Development.

(c) Information on Women in Africa

96. Considering the importance of information needs and resources on women in Africa, ATRCW in collaboration with Pan-African Development Information System (PADIS) and UNIFEM organized an Expert Group Meeting on the establishment of a Data Base on Women and Development in Africa and was held in May 1989 in Addis Ababa. Attended by experts from 13 countries in Africa and observers from UN Agencies, the meeting aimed at assessing the needs for information on women and development in the region; examining existing information system networks; as well as determining the appropriateness and feasibility of a proposed mode on the establishment of a Data Base on women in Africa. The meeting recommended the establishment of a data bank and women's information network for Africa whose proposal is currently under consideration. Botswana and Tanzania among other countries are undertaking similar initiatives to establish national data bank on women.

97. With regard to meetings and seminars, a sub-regional seminar on improving women's management skills was organized for French-speaking African countries and held in Douala-Cameroon in December 1988, while a similar one for the English-Speaking African countries was held in 1987. Two evaluation missions were

undertaken to Egypt and Botswana to examine the extent to which the Arusha and Nairobi Strategies were being taken into account within national programmes and concerns of women in development.

98. In addition to the activities undertaken by ATRCW, other substantive divisions of the ECA have incorporated women's issues in their work programme. The activities have included among others: studies, seminars, publications and dissemination of information. For instance, during the period under review, the activities of ECA/FAO Joint Division have included case studies on the role of women in agriculture production in Benin, Burkina Faso, Mali the Niger and Senegal. The International Trade and Finance Division organized a regional seminar on Women and Domestic Trade in Africa which was held in Niamey Niger in March 1988. The ECA/MULPOCs have also continued to promote the advancement of women in the respective countries of the subregions.

99. ATRCW also services various regional and subregional structures set up to promote programmes for women. These structures are: The Africa Regional Co-ordinating Committee for the Integration of Women in Development (ARCC) and the subregional committees for the Integration of women in Development. ARCC is a subsidiary organ of the Economic Commission for Africa. Since its establishment in 1979, ARCC has continued to promote the advancement of women in Africa in the social, economic, political and cultural fields.

100. During the period under review, ARCC's activities and achievements include amongst others: the promotion of African women to participate in the decision-making process at national, subregional and regional levels; mobilizing resources for women from donors as well as from the African member States through pledges to the United Nations Trust Fund for Africa Development (UNTFAD); mobilizing and preparing African governments for an effective participation in the Regional and World Conference in Arusha 1984 and Nairobi 1985.

101. At the subregional level, the Subregional Committees for the Integration of Women in Development have continued to promote and co-ordinate WID activities within the respective countries of the subregions. The Committees have reviewed programmes and proposals submitted by national commissions on women and development or other similar bodies in the subregion with a view to mobilize resources for programmes implementation. Since the adoption of the Strategies in 1984, the Committees have monitored the activities of the women's programme undertaken by the MULPOCs in their respective subregions and report to the executive organs of the ECA/MULPOCs.

102. In Looking into the future, ATRCW's activities will give attention to women in agricultural, social and industrial sectors, human resources, transport, international and intra-African trade and population. ECA also plans to undertake activities to benefit young women faced with the problem of teen-age pregnancy amongst others. Meanwhile, financial and human resources continue to be major problems and constraints in the implementation of the Strategies.

VII. THE ROLE OF THE UN AGENCIES IN THE IMPLEMENTATION OF THE STRATEGIES

103. The bodies of the UN system and the specialized agencies and other institutions have increasingly continued to emphasize the need to involve women in the design and implementation of development programmes so as to make them more active and effective participants in economic activities. The following highlights the activities initiated by various UN agencies in Africa for the implementation of the Arusha (1984) and Nairobi (1985) Forward-Looking Strategies for the Advancement of Women according to the information made available to ECA by the respective agencies, namely: UNIFEM, UNEP, UNIDO, UNFPA, UNHCR, FAO and WHO.

(a) UNIFEM

104. Since the adoption of the Arusha Strategies (October 1984) the United Nations Development Fund for Women (UNIFEM) has initiated a number of projects and activities with emphasis given to agriculture and food security, credit and mainstreaming programmes. This UNIFEM review features the implementation of the African Investment Plan (AIP) which, in line with the priority needs of the region, has strengthened the capacity of:

i) Food cycle technologies and African women farmers;

ii) NGOs to promote food security;

iii) Credit support systems;

iv) Regional and national institutions for programming and planning for WID.

105. The African Investment Plan has been adjusted (1989) in light of the United Nations Programme of Action for African Economic Recovery and Development (UNPAAERD 1986-1990) and in response to the economic crisis. The following paragraphs provide an account of key activities carried out by UNIFEM since the adoption of the Arusha Strategies in accordance with the priorities given above.

106. (i) Women and Food Cycle Technologies (WAFT) programme. Supported by the Governments of Canada, Italy and the Netherlands, it has been operational since April, 1987. The programme aims at the widespread dissemination of tested technologies, with a training and credit package to increase the productivity of women food producers, processors and marketers. Already, a number of such projects have become operational in Senegal, Gabon, Zimbabwe, Lesotho and Tanzania.

107. (ii) Co-operation with NGOs to Promote Food Security. Because NGOs have a practical association at the grassroots level with women farmers, they can play a significant role in directing aid through programmes specifically organized for women. Because of this and many other factors, UNIFEM's partnership with NGOs

has increased steadily over the past few years. For instance, in Rwanda, the NGO - INADES is involved in agricultural training to many women groups; in Togo, the NGO - Opportunities Industrialization Centre will provide training in modern agricultural techniques to young women. NGOs on the continent are being encouraged to become involved in the food security issues; the strategy on Food Security adopted by the African Federation of Business and Professional Women's workshop in Accra-Ghana in January 1989, is a good example.

108. [illegible] As stipulated in the Arusha Strategies, access to credit is one of UNIFEM's major objective. The provision of credit and support services to rural and poor urban women serves not only as an entry point for other social interventions, but increases the value of their labour output. Because of this and many other factors, UNIFEM has taken concrete steps to implement its credit specialization efforts. A global credit project has been drafted, and a regional credit project in collaboration with BBA/UNDP for Burkina Faso, the Gambia, Congo and Zambia is to be implemented. At the request of the government of Tanzania, UNIFEM identified and formulated a larger-scale credit project of a national character.

109. The demand for credit programmes for rural women is increasing faster than the resources of the Fund is able to meet. Besides the [illegible] projects enumerated above, four (4) more requests are in the pipeline, two of these requested by Ministers of Women's Affairs in their respective countries. In the biennium, UNIFEM will collaborate with the African Development Bank to sensitize staff of national development banks on matters related to credit for women's enterprises. Credit components are also [illegible] in [illegible] projects. Small scale credit loans to women has become a fast-growing activity within many UNIFEM - assisted projects and will continue to be viewed as a vital component in all production-oriented projects, particularly in relation to its focus on micro-enterprise development during the biennium.

110. From UNIFEM's field missions on credit projects, it has been observed that governments, integrated banks and national institutions, donor agencies and NGOs want to see credit methodologies developed. They want to know how to go about [illegible] credit. [illegible] not the supply side of the credit may not be a problem; the crux of problems are how to deliver and recover credit, how to forge [illegible] and how to reach and prepare women. It has also been observed that some countries have taken policy measures to ration credit to women and other disadvantaged groups. However, policy measures should be backed by credit delivery-monitoring-recovery mechanisms, and those countries without policy measures will [illegible].

111. One of the priorities in this sector is the preparation of UNIFEM's Revolving Loan Fund guidelines for use by programme officers at headquarters and in field offices. The proposed guidelines would [illegible] the experience of UNIFEM with IGPs, which include a step by step [illegible] management systems, credit delivery-recovery mechanisms, target groups, credit demand and supply, savings mobilizations potentials and national contacts.

112. (iv) Mainstream programming initiatives. Women needs should be linked with mainstream issue (e.g. environment, degradation, food security, population, participation) not just by pushing women into the mainstream, but by enabling women to create demands at the micro level, which stimulate responses at the macro level in a productive and strategic way, so that decision makers will be required not only to take women into account, but will be required to take women into their midst.

113. Between 1986 and 1987, UNIFEM's mainstreaming initiatives have been directed mainly at three target or categories of institutions and issues:

(a) Leveraging resources and attracting financing for women from large financial institutions, multilateral and bilateral sources of support for development work;

(b) Analyzing the impact of macro-economic policies, especially structural adjustment;

(c) Sensitizing large bureaucracies to the gender dimension in technical cooperation projects.

114. With the operationalization of the Fund's Mainstream Development Initiatives Facility (MDIF), which will meet the costs of women in Development Specialists' participation in relevant missions, it will be possible to respond to more requests for UNIFEM expertise for mainstream programming. A major mainstreaming effort has been the work with the SADCC Secretariat and Co-ordinating Units in assisting them to increase their capacity to deal with WID issues. Similarly, efforts will be directed at the Economic Community of west africa States (ECOWAS).

115. The Biennium will witness a consolidation of UNIFEM's initiatives in Africa. Work will continue at the level of strengthening the countries and governments, NGOs to fully understand the WID concept and develop their own internal capacity; and above all, building the various linkages between those involved in WID programming.

(b) UNEP

116. In the area of environment, the United Nations Environment Programme (UNEP) activities related specifically to women include the following programmes: In December 1986, UNEP supported a symposium organized by the Scientific Association of Arab Women entitled "The Environment Protection of the River Nile Basin: Role of Women". Inter-links between population and natural resource levels were stressed.

117. The role of women in sustainable development became a key issue in February 1989, when UNEP instigated and supported jointly with Canada and Finland, the convening of a Women African Assembly on Sustainable Development in Harare. The meeting recognized that although women did almost all of the work in Africa to provide food, energy and water for the family, men still remain in control of agricultural planning. A similar Assembly is being prepared for the Arab States.

119. The UNEP Senior Women Advisory group (SWAG) has been increasingly involved in international meetings and fora. The SWAG member in Ghana has, for instance ensured that women at grassroot level participate in the pilot-village projects developed within the Cairo Plan of Action. Other SWAG members have been instrumental, through their action at government level, in the development of environmental legislation in such fields of ozone protection and hazardous waste, affecting women, men and children. SWAG strives to create a market place of ideas and solutions a women's "brainbank" from which information can be both withdrawn and deposited.

119. Within its Desertification Control Program, UNEP in cooperation with UNESCO, supported a seminar on "The Role of Women in Pastoral and agro-pastoral societies in the improvement and management of arid and semi-arid reserves in Africa South of the Sahara", in April 1989 in Dakar. The seminar aimed at increasing women's access to training and technology to combat famine and food scarcity in these areas of depiated natural resources.

120. In the process of implementation, major constraints UNEP has experienced relate to the difficulty of reaching African women at grassroot level and of raising their awareness to environmental issues. The problem of women's isolation, lack of decision making responsibility and positions of power have proven to be a hinderance to combating environmental degradation. A general observation and concern that has been repeatedly raised is the lack of data and statistical information relating to women in the environment sector.

121. As regards the future, UNEP's concern is to support programmes at local levels which would empower women and their organizations in the fight against depletion of vital resources. It is UNEP's concern that all women, both urban professionals and rural poor, need to be educated about natural resource conservation issues.

(c) UNIDO

122. In 1986, the United Nations Industrial Development Organization (UNIDO) established a unit for the integration of women into Industrial Development in the Department of Programme and Project Development to develop, promote and co-ordinate the Secretariat's activities for the integration of women. In this line, efforts are undertaken to give consideration to the role of women in technical co-operation projects, study and research activities, particularly those dealing with agro-industry and small scale industry promotion. Secondly, projects and programmes specifically targeting women are being formulated and implemented.

123. Hence, UNIDO's activities for the integration of women into industrial development in Africa can be divided into three categories:

(i) Advisory services to governments on policy-measures and specific projects to promote the integration of women in industrial development. To this end, advisory missions have been undertaken to Guinea and Chad. Similar advisory missions are foreseen to Cameroon, Senegal and Zaire.

(ii) Development and dissemination of appropriate food processing technologies for rural women. Exploratory missions to Burkina Faso, Mali, Niger, Senegal and Togo have been undertaken to survey technologies used by rural women in these countries. Other exploratory missions have been undertaken to Burkina Faso, Mali, Niger and Senegal to look into drying techniques used by rural women for fruits and vegetables. As a result, a project proposal has been formulated to upgrade the drying process from the current traditional level to a commercially exploitable production process. The project will be initiated in Senegal under a Trust Fund Management with the Government of Japan. Under the Trust Fund contribution from the Government of Japan, a pilot fruit processing plant for rural women at cottage industry level is being installed in Zambia.

(iii) Category three of the activities involve entrepreneurial and managerial skill development for women entrepreneurs. A project to provide business advisory services to women is under implementation in Malawi. The project aims, inter alia, at co-ordinating the activities of organizations and institutions involved in small- and medium-scale enterprises, and sensitizing them to women's needs.

124. As regards to training, UNIDO, in co-operation with the Pan-African Institute for Development - Eastern and Southern Africa (PAID-ESA), has developed a training programme in food processing for women entrepreneurs under a Trust Fund Agreement with the Government of Norway. The programme concentrates on three elements - entrepreneurship management and food processing technology. The programme is intended to be implemented also in Zimbabwe, Malawi and Tanzania.

125. During the Medium-Term Plan Period 1990-1995 UNIDO will continue to provide assistance, upon request, to African governments as stated above as long as the necessary resources can be secured from bilateral and multilateral donors. In addition, efforts will be undertaken to give full consideration to the role and contribution of women in UNIDO's technical co-operation projects in Africa, particularly in those relating to industrial planning, small-scale industry promotion, agro-industries and human resource development.

(d) UNFPA

126. Within its mandate for population activities, the United Nations Population Fund (UNFPA) continues to extend its efforts in supporting projects specifically designed to improve the status of women; and ensuring that all projects take the interests and the role of women fully into account in their design, appraisal and implementation.

127. In response to the recommendations of the 1984 Mexico International Conference on Population and the Forward-Looking Strategies adopted in 1985, UNFPA has initiated several operation measures to give effects to its mandate and policy objectives. In 1985, the Fund established a Special Unit for Women,

population and Development whose function is to co-ordinate and monitor the Fund's WID activities as well as playing a promotional advocacy role and providing technical backstopping and project support.

128. In 1987, the Fund adopted the Plan of Action for Sub-Saharan Africa. The priority areas in the Plan of Action include:

(i) intensification of training opportunities for women;

(ii) strengthening of institutional and human resources to facilitate a more systematic approach to the integration of women in population and development;

(iii) strengthening of data bases through expansion of the Population Information Network for Africa (POPIN-Africa), and the production of country profiles on women;

(iv) promotion of policies for improving the status of women; and

(v) dissemination of information to both men and women on population matters.

129. Women have benefitted from all sectoral activities supported by the Fund, particularly in the areas of MCH/FP, IEC, Data Collection and from special projects for women. Examples on this include: training of trainers to strengthen the teaching of MCH/FP in medico-sanitary institutions in Cameroon; training of nurses as trainers for service providers and TBAs in Nigeria; in Liberia and Malawi; women have received training in demography; in Sudan women have been trained in census organization and sampling methods; in Tanzania, Mozambique and Liberia population messages dissemination under the IEC projects; in Ghana and Gabon, financial resources were made available to grass-roots level women's organizations; and other projects addressing women's productive and reproductive roles have been initiated in collaboration with other UN agencies.

130. Efforts have also been made to strengthen the capacity of institutions including women's bureaux and NGOs responsible for the advancement of women in countries such as Ghana, Guinea-Bissau, Mali, Mozambique, Angola and Central African Republic. Between 1987-1988, the Fund provided assistance to at least ten Sub-Saharan African countries namely: Cameroon, Central African Republic, Cote d' Ivoire, Kenya, Malawi, Mali, Mauritania, Niger, Senegal and Tanzania to conduct national population censuses.

131. Despite these projects and activities which women have benefitted from, problems UNFPA has encountered in the integration of women in the population and development process include among others: the lack of consultation with women in the formulation, implementation and evaluation of projects; the poor accessibility to women, particularly rural women, of MCH/FP services; the difficulty in recruiting women for training in specialized or non-traditional fields; the lack of appropriate training materials and case studies relevant to the work of UNFPA.

132. For the future programme, UNFPA will focus on country-level WID training activities; improvement of programme and project planning and delivery from the women's perspective, institution building with emphasis on women's NGOs; data collection, the establishment of national advisory panels on women, and collaboration with other UN agencies on the issue of: project planning and delivery from the women's perspective, institution building with emphasis on women's NGOs; data collection, the establishment of national advisory panels on women, and collaboration with other UN agencies on the issue of structural adjustment and its impact on African women.

(e) UNHCR

133. The United Nations High Commissioner for Refugees has initiated measures/programmes to implement the Arusha/Nairobi Strategies. These programmes include areas such as protection, education, health/nutrition, income-generating activities, energy and water.

134. Protection for refugee women is carried out, through measures intended to ensure that women's rights are respected. In Djibouti for instance, the Branch office has included special shelter which provides safety against abuse, and in Malawi, a camp administrator has been added to the staff to closely monitor the situation in the camp due to reports of abduction and rape.

135. In the area of education, UNHCR's programme has given opportunities to refugee women in adult education, vocational training and skills development activities. In Somalia for example, women have received training in Family Life Programme (FLP) while a special programme has been developed aimed at training teenagers in basic skills. Literacy programmes have also been undertaken to facilitate access to employment opportunities and improve employment possibilities for women and girls to limit their risk of exploitation.

136. As regards health and nutrition, women refugees have benefited within the UNHCR overall health programme, especially from curative treatment for anemia often affecting pregnant and lactating mothers. In Botswana, for instance, the construction of a maternity ward has been completed to improve the delivery conditions of refugee women.

137. UNHCR has cooperated with the ILO, FAO and some NGOs in the planning and implementing income-generating projects for women refugees. In respect to these activities, assistance for women's small business has been given in Somalia and Sudan, among other countries. In providing self-sufficiency in food and agriculture, planned specific income generating projects for women are often coupled with participation in production and marketing activities in their respective communities. Seeds and farming implements are given by UNHCR and care has been taken to employ female agricultural extension workers.

138. Concerning energy and water, in certain refugee locations, afforestation projects and fuel efficient stoves have been introduced, thus contributing to UNHCR's Domestic Energy Policy to help plan fuel saving and the conservation of

domestic energy. Water supply and sanitation programmes include the installation of water supply systems and train women to maintain and repair them.

139. In assessing the impact these programmes have on the socio-economic conditions of women in Africa, UNHCR reports that the Refugee Health Unit (RHU) has had a strong impact on improving the situation of refugee women in Somalia through the supplementary feeding programme for expectant and lactating mothers. Self-sufficiency and income generating projects have provided refugee women with additional resources. Afforestation projects and the introduction of fuel-efficient stoves, also have had an important impact on improving the environment of host countries and the situation of refugee women.

140. Although significant steps have been taken by UNHCR to address the specific needs of refugee women as regards international protection, much still remains to be done. Many violations of their safety, dignity and integrity such as physical violence, sexual abuse, sexual exploitation and discrimination continue to be reported. In the implementation process, UNHCR is faced with formidable problems such as lack of resources, lack of female staffing (especially in education and teaching), and cultural barriers. The latter constitute a hinderance to the field officers in terms of communication/information with refugee women.

141. In its intended long term future programmes UNHCR has formulated a detailed work-plan aimed at integrating refugee women's needs into the mainstream of UNHCR work. As UNHCR attempts to expand its programmes for women, the need for new and improved systems for the collection and maintenance of basic socio-economic and demographic data has become very important, without adequate data, effective and efficient planning for the refugee population at large, and for particular age and gender groups including women, becomes difficult or impossible. To this end, contacts have been initiated with the Statistical Office of the Department of International and Economic Affairs of UN with the objective of assisting UNHCR in improving its data gathering and analysis to cover basic refugee statistics by gender and age.

142. UNHCR is also now preparing to take the lead for one of the priority themes, "peace" at the Thirty-Fifth Session of the Commission on the status of women to be held in Vienna in 1991, which will address with the question of refugee and displaced women and children.

(f) FAO

143. The Plan of Action for Integration of Women in Rural Development presented to the twenty-fourth FAO Conference in November 1987 and approved by the FAO Council in November 1988, is the main instrument for the implementation of the Arusha and Nairobi Forward Looking Strategies.

144. In compliance with the Strategies and pursuant to the mandate of the FAO Plan of Action, activities carried out in Africa extend to the following:

(i) Recently formulated UNDP-funded project entitled "Improving African Women Farmers' Access to Appropriate Technologies" intends to cover

the following countries during the implementation of its first phase: Burkina Faso, Ghana, Sierra Leone, Tanzania, Zambia and Zimbabwe. The major objective of this project is to increase the agricultural productivity through identification, dissemination and institutionalization of improved agricultural technology transfer which will benefit women farmers and thus enable them to be integrated effectively into the mainstream of agricultural and rural development programmes.

(ii) FAO has given specific attention to re-orientation and strengthening of the curricula of training programmes for home- economics. A curriculum guidelines entitled "Rural Households, Resource Allocation and Management" has been distributed to selected institutions in Africa and Asia, to university and college level educators and those involved in programme planning, research and field practice related to agriculture and rural development. Two seminars will be held in Africa (Malawi and Nigeria) in 1989 to test these guidelines.

145. In June 1988, FAO held a Technical Consultation meeting on Population Activities Related to Rural Women in which Lesotho, Malawi, Sierra Leone, Tanzania and Zimbabwe participated. The results of the meeting led to the following actions among others: integration of population concerns into on-going and pipeline Women in Food System (WIFS) projects; and development of Regional Programmes and integrated population, women and agricultural development country projects. Technical backstopping and advisory services have been provided to Zambia, and Uganda.

146. In the area of monitoring and evaluation, FAO has established a coding system to identify the extent to which the Regular Programme activities are oriented towards women. Efforts are also underway to establish a computer-based system for monitoring all field projects in this regard.

147. In general, FAO activities in the region in the implementation of the Arusha and Nairobi Strategies have made progress in several fields. Among these include: greater knowledge and awareness of the contribution and importance of rural women in agriculture, forestry, fishery and food security; increase in the number of projects and amount of resources oriented towards rural women; development of conceptual approaches and operational alternatives, particularly with regard to: food security, technology, women and drought, credit and extension services to rural women; improvement of guidelines and checklists and their application at regional and national levels; and strengthening national level institutions and women's organizations.

148. As regards to constraints, problems and limitations experienced in the process of implementation, FAO reports that because of the recent years' financial crisis, the staff of the service in charge of women's programmes for example has been drastically reduced, thereby reducing its capacity of intervention. Therefore technical assistance to governments to promote regional programmes for women and to set up a regional policy on WID, has been very limited. Secondly, technical backstopping has only been given to on-going projects.

149. Referring to the intended long-term programme and pursuant to the Plan of Action for Integration of Women in Development (1990-95) FAO's major objectives and commitments include: identification of research needs at global level and to orient national programmes to generate and mobilize resources for WID; working on women in development policies and to promote them at national and international levels; and to review and monitor the main events on women in development.

(g) WHO

150. Following the adoption of the NFLS, the World Health Organization has undertaken and planned programme activities that are specifically aimed at improving the health of women in addition to those that relate equally to men and women.

151. WHO's programme on maternal and child health including family planning for instance, addresses the needs of women by means of multi-faceted approach that aims at ensuring that pregnant women receive adequate antenatal care and have access to essential obstetric and gynecological care provided by trained health workers; that most births are attended by trained health workers; that the health infrastructure provides for access to family planning; and that there is intersectoral action to enhance the role and status of women.

152. In February 1987, an International Conference on Safe Motherhood co-sponsored by UNFPA, WHO and the World Bank was held in Nairobi. Long-term intersectoral strategies were recommended to improve the health and social status of women and girls, as well as immediate action to strengthen maternal health and family planning programmes. To this end, WHO's action in safe motherhood in collaboration with other interested parties include: continuation of advocacy; contribution to regional and national workshops for planners, policy makers as well as women's organizations; training of various categories of health workers; and research.

153. To promote a healthy life-style in adolescents and to encourage maturity before childbearing, culture-specific strategies are being formulated and implemented to increase government and intersectoral awareness of and participation in promoting a delay in childbearing. Health systems research aimed at facilitating better utilization of family planning and antenatal services is also expanding.

154. In relation to the health and nutrition of women, WHO continues to focus on improving environmental conditions, reducing women's work-load, and promoting and strengthening social support measures that help women carry out their multiple roles. The Joint-WHO/UNICEF Nutrition Support Programme (JNSP) includes a focus on women's specific needs and the needs of those who are dependent on them. Measures are being taken to promote household food security, including the improvement of women access to resources and to their control. In general, WHO continues to promote the effective participation of women in development and in the achievement of the goal of health for all.

CONCLUSIONS AND RECOMMENDATIONS

155. The significance of the role of women in development has gained considerable attention in the last few years. National governments, international organizations, non-governmental organizations, national, subregional and regional institutions and others have increasingly begun to emphasize the need to involve women in the design and implementation of development programmes so as to make them more active and effective participants in economic, social, political and cultural activities.

156. Secondly, the changes taking place in all developing countries are rapidly changing the position of women but not always for the better. For instance, despite their importance in agriculture and trading and their entry into the formal labour market in many countries, women are less economically secure than men, partly because their access to productive resources such as land, is still limited.

157. The issue of the integration of women in development is a long term process which will involve major social changes in current conceptual and attitudinal patterns. That African countries are prepared to embark on such a transformation in a positive sign which augurs well for the future.

158. In the implementation of the Arusha and Nairobi Strategies, this review has shown that there have been some positive changes though at a slow pace. In the area of employment, recent data from the International Labour Organization (ILO) and other statistical data on the participation of women in the labour force show that there has been a spectacular increase in the number of working women during the past few years. However, despite this imperative gains in the labour market, women still carry a disproportionate share of unemployment in addition to specific constraints experienced by women as workers. To enhance women's participation in the employment sector, there is need to:

(i) provide more opportunities for diversified training to enable women acquire the needed skills to branch out into other areas of the formal sector.

(ii) improve the working conditions of women in the informal sector with attention given to reconstruction of physical facilities, water and sanitation services; access to productive facilities such as credit, marketing, food processing and training.

(iii) formulate policy and legal reforms that would allow and enable women work in the informal sector and in other income-generation activities effectively.

159. As regards to education and training, our review has observed an increase in the enrolment of girls at all levels of the education system. Though, there has been modest progress in the level of participation of female students, low level of literacy still remain a major obstacles to women for participating fully in the development process. Education represents the basis upon which changes in societal attitudes can be affected. Changes in women's education must be seen in

terms of enabling women to secure employment, facilitating them to political and economic equal participation with men. In this respect among other things, government and international organizations should provide fellowships with focus given to the training of girls/women in priority areas of national development.

160. Another key issue observed in this review is the low participation of women in economic decision-making, management and in the political sector. Full and equal participation of women at the decision-making level is very important. Policies to enhance the role of women in development cannot be expected to succeed unless women take part in their implementation. They cannot realistically be implemented unless women participate in their management. The incidence and patterns of women's participation at the decision-making level need to be studied, with a view to identifying obstacles and strategies for overcoming the obstacles.

161. Changes have also emerged in the approach to women in development programmes. Today, there is a new buzzword in the women in development business, that is "mainstreaming". Several development agencies including UN agencies have now adopted a mainstreaming approach to WIDP. Among the agencies that are committed to mainstreaming WID include UNICEF, UNDP, UNFPA and the World Bank. UNICEF for example has now adopted an expanded definition that supports not only women's nurturing/reproductive functions but also their needs and responsibilities as economic providers, food producers and community leaders. It emphasizes actions that offer synergistic benefits for both the well-being of women and children, and recognizes that giving women greater social and economic opportunities and control over finances has significant benefits for the health of children and society as a whole.

162. Today, the WID Division at the World Bank is mainstreaming WID through a combination of operational support and policy development, with operational responsibility for women and development resting with regional departments. In April 1987, UNDP created a Division for Women in Development in its Bureau for Programme, Policy and Evaluation with the objective of mainstreaming WID in UNDP's programme. The perspective is one of integrating WID into all aspects of development assistance. For mainstreaming and bridging strategies to be effective, the power of the gender variable must be widely accepted and translated into concrete action through a well-designed implementation strategy supported at the highest levels by development assistance agencies and governments.[45]

163. Taking account of the long term objectives of the United Nations Decade for women: Equality, Development and Peace, most of the activities undertaken and being initiated to implement the Arusha Strategies fall mainly in the area of development. In terms of equality though national machineries and other structures have been set up officially to advocate and push for equality, a lot still need to be done. National machineries need to be strengthened if they are to play their role effectively. Secondly, for effectiveness in influencing policy, national machineries should be located in the most powerful structure in the government,

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[45] Kristen Timothy-Lankester: Through the Gender Lens: Reaching Women with Development Assistance. Equal Time November 1988.

i.e., President's or Prime Minister's office or Ministries of Finance and Economic Planning. Thirdly, human and financial resources should be adequately allocated to women's programmes. In the employment sector, in most cases women do not perform the same work and thus it is difficult to establish 'equal value' for which the same remuneration should be paid. Women still have lower skills because they have unequal access to education and training. In the rural area, women do not have equal access to land, education, technology, training and extension services, credit and other resources. There is still need to push for equality as equality will not come by unless women have equal access to land, education, technology and other resources. As regards peace, activities related to peace are generally undertaken at the national government level where women are not very much involved.

164. The relationship between sectoral/development activities and Equality in particular should be made more explicit. There may also be a need, accordingly, for further guidance to give sectoral/development activities a more precise definitional, content as they relate to the Arusha and Nairobi Strategies other than development. There is need for further analysis to assess the implementation of the Arusha Strategies as well as the role of national machineries in the implementation process. For effective implementation, there is need to further enhance primarily through an intensification of existing practices, the overall policy formulation and monitoring functions of all bodies, organizations etc. involved as well as closer co-ordination and or exchange of information among organizations through existing focal points.

165. With the difficulties experienced so far by some member states and other agencies in the implementation of the Strategies, it might be a useful proposition for African policy-makers to find a forum, to define issues clearly and set attainable, realistic targets for the Region based on the realities of Africa's socio-economic development. Such an exercise is needed otherwise in another decade from now, we shall still have excuses for non-implementation based on "lack of technical skills for the integration of women's concerns in plans and programmes, the stereotyped and traditional role expectations of women, the lack of participation of women as decision-makers in planning, the lack of accurate data on women including research on women and cultural patterns related to fertility and the long-term effects of women's projects and other development programmes on women".[46] The Advancement of women should be seriously taken on as a matter of general, and not only gender concerns, after all, it is one of the ways by which all can benefit from progress.

[46] UNFPA, International Forum on Population Policies in Development Planning. Population Policies in Development Planning: An Information Note from UNFPA - Mexico City: 1987. (Doc. No. M/WD/E/11) para. 45.